

# Kentucky Law Enforcement News

NOVEMBER 2002 VOLUME 1, NUMBER 4

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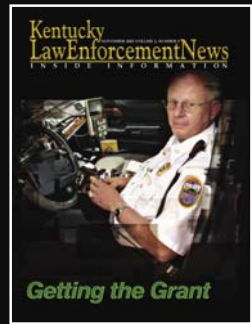
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*About the Cover*

Cave City Police Chief Billy Minton sits in his cruiser, which is well-equipped with technology thanks to grants and federal programs. Since Minton took over as Chief a little more than a year ago, his agency has been awarded seven grants, totaling more than \$16,800. That money has been used to buy equipment, pay for overtime and help pay for the agency to become accredited. Cave City Police Department is a prime example of what a small agency can achieve by applying for grants.



Paul E. Patton  
Governor

Ishmon Burks  
Justice Cabinet Secretary

John W. Bizzack  
Commissioner

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The Kentucky Law Enforcement News (KLEN-News) staff is *in need of dynamic, law enforcement related photos* for possible publication in the magazine. We are interested in photos that are representative of all aspects of the law enforcement profession.

We are able to use black-and-white glossy, color prints or digital images. If we choose to use a particular photo in our magazine, appropriate credit will be given to the photographer. Because we cannot accept responsibility for lost or damaged prints, we ask that you send duplicates, not original prints.

KLEN-News staff is also able to publish upcoming events and meetings. Please include the event title, name of sponsoring agency, date and location of the event, and contact information.

Please send information to:  
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# Looking for the second right answer

*John W. Bizzack, Commissioner  
Department of Criminal Justice Training*

Organizational change is always controversial, but it is also an important subject among law enforcement leaders and others in the police community and criminal justice system.

People in organizations grow when they have a chance to contribute. Getting a job done carries its own reward and everyone in an organization wants to know they make a difference. It gives meaning to their work. Building commitment to grow and change is accomplished by giving people meaningful assignments they can carry to successful completion.

Seasoned leaders and managers know that giving people full control and authority over some sector of their work is a tremendous motivator. Looking for chances to let them have a say in matters of personal concern and overall direction of an organization can pay huge dividends when it comes to change in general.

One of the jobs of a leader and manager is to make every person feel like he or she really matters. Sometimes it can also be the most difficult task facing the leadership of an organization that is bound by budgets they don't completely control, regulations and structure over which they have little flexibility. The best remedy for this situation, particularly when the people in the organization realize and understand those types of restraints, is to ask the people in the organization for their help.

Recently, in a meeting with several chiefs and sheriffs, this topic became the center of discussion. There were several approaches shared about asking people in organizations for their input and help. It was agreed that occasionally people involved in an organization are not able to help when asked because they did not possess all of the vital information. It is also possible that the individuals within the organization were not able to grasp the delicate balance between leaders giving up tremendous authority, yet still holding on to the leadership reins in final decision making.

Organizations that are not used to having input or seeing input translated into action have a tendency to adopt a wait and see attitude. Some become territorial or protective of their turf and exclude the idea of other organizational needs, even if those needs are essential in laying the groundwork so they too can benefit.

It was agreed that there was no easy approach to organizational change. It is necessary, however, to spend time with people in organizations to constantly reiterate how change is inevitable. People's reactions to change can, to a large extent, be controlled; by urging folks to appreciate everyone's point of view, take into consideration specific restraints, and practice looking at the big picture.

The first step to all this, of course, is finding a way to give people in organizations responsibility. Once they have it and are assured it's genuine, then commitment grows. It can be an amazing thing to watch.

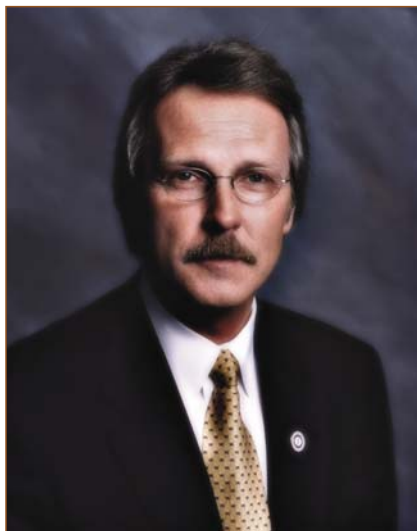
Responsibility for results torques up the level of commitment. It might mean more work, maybe even more stress and pressure, yet it almost always causes commitment to climb. The reverse is true as well: leave people with zero responsibilities, and organizations likely end up with zero commitment.

The discussion turned to the dynamics of momentum and how commitment produces progress and progress compels momentum. People do tend to disconnect with an organization when it stalls or loses ground, but they close ranks and commit themselves more fully when the organization is "on a roll." Tangible performance provides organizations with concrete proof of the group's effectiveness. Once again, however, the question arises of how a leader changes the cadence of an organization and creates a sense of urgency.

Through the discussion, it was identified that creating a strong sense of "we-ness" that comes from a common struggle is imperative. That struggle can be to simply improve working conditions, standards, services, equipment or facilities. What organization does not need improvement in these areas – regardless of their accomplishments?

Since public service is not a field in which leaders can reward their workers with profit sharing, or other financial incentives common to the private sector, leadership must rely on other motivators. These intangible rewards, or "psychological paychecks," include the prestige of accomplishment. After all, few things would be truly accomplished without the people in the organization doing the lion's share of the line work.

Accomplishing all this may seem simple, however in the public service field, the goals may only be accomplished by assuring the organization that commitment is a top priority trait. It must be emphasized that this commitment is expected from everyone in the organization, not just the executive staff or supervisors. People should always benefit in direct proportion



*Commissioner John Bizzack*



to their efforts and to the results they produce. There was no disagreement among these chiefs and sheriffs about that one particular leadership and management principal.

Making it clear to folks in organizations that they can count on those in positions of leadership to do what's possible on their behalf is the key. This is done by dedicating oneself to giving people the support and resources they need – investing in their training, education and overall employability. Beyond all that, leaders must commit to honesty, always being trustworthy and above board in their dealings with everyone. As one sheriff put it, "Those having torches will pass them on to others."

In 1996, and in many meetings since, I have used a painting, *The Forest Has Eyes*, by the western artist Beverly Doolittle, to illustrate two points to people in the DOCJT organization. The first point is that all people appreciate the fact that there are different points of view and ideas on every subject that need to be considered in organizational change, and we all must respect those perspectives. The second point is that we are all what we know, and when our body of knowledge changes so do we.

The painting reproduced below is a portrait of a man riding a horse through a wooded, rocky stream followed by a pack animal. At first glance that is all a person inspecting the painting may see.

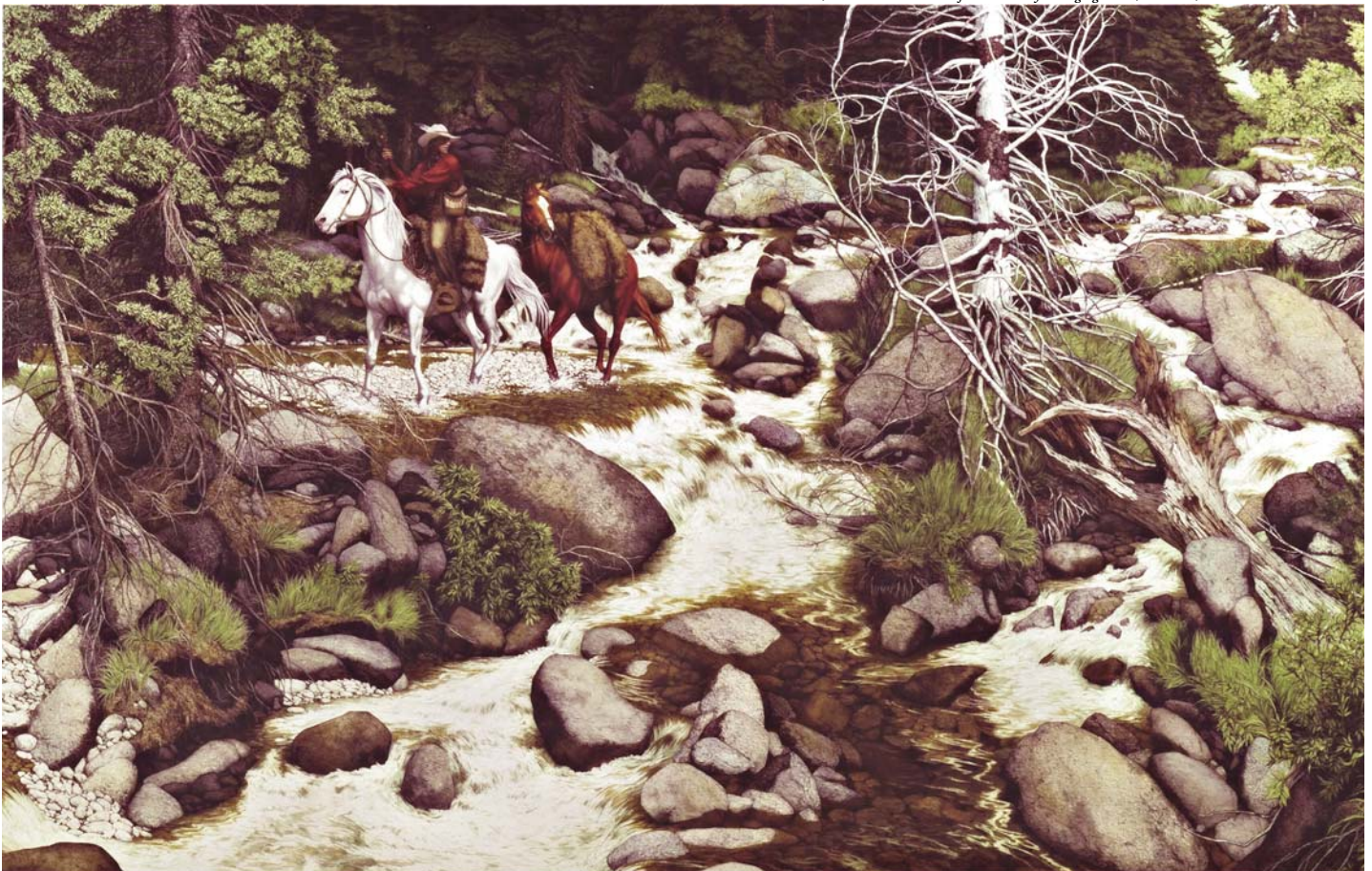
The final point that one can learn from this image is that we all observe things and see what we want to see according to what we believe.

Most folks only see the rider, horses, rocks and streams, at first glance. Yet when they are told there are faces and eyes looking back at them from various angles in the painting they too begin to see numerous faces and eyes in the rocks, forest and stream and even ones no one else sees. If they are told there are 20 faces hidden in the painting then they will find all 20. If they are told there are 40 faces, they will find all 40. Some see only what others point out. Everyone, however, gets the point: when different points of view are respected by all, but focused in one direction, people draw together in a common direction to seek answers.

I've used this example in various presentations across the country to various groups. There has never been a single time when I too was not surprised to find faces and eyes I've never seen before. Some people have even turned the painting sideways and upside down and found even more faces and eyes, once again illustrating there is always a second right answer and when we ask people to help, they can provide us new direction.

Organizational change will never be simple, but it can be less stressful when organizations recognize the driving force behind change is everyone being involved working toward common goals.

*Prichette and Associates, Inc. "New York Habits for a Radically Changing World," Houston, Texas*



© 2002 Bev. Doolittle, courtesy of The Greenwich Workshop, Inc.



### Department of Criminal Justice Training dedicates new training complex

*Jacinta Feldman Manning, Public Information Officer*

Construction has finished on the first phase of the John W. Bizzack Training Complex, and is nearing completion of the second phase. Students are already putting the new facilities to use, with the first group of recruits moving into the residence hall on September 15. Classes began in the academic building in late October.

The agency dedicated the complex September 19. The complex, located next to the Funderburk Building on Eastern Kentucky University's campus, establishes Kentucky as having one of the premier state-of-the-art training facilities in the nation.

"This is the facility, the place in which we will now continue to do the important work of developing, training, shaping and molding existing and future law enforcement officers," Commissioner John Bizzack, for whom the complex is named, said during the dedication.

The first phase of the department's new training complex is a \$20 million, 127,000 square-foot facility featuring the newest technology in its classrooms and residence hall. The J. Bernard Thompson Residence Hall has 135 student rooms, laundry room, recreation room and computer lab. The Joseph Schwendeman Academic Center includes classrooms, fitness training facilities, a model police station, communications center and office space for Basic Training staff.

Phase II of the project is a \$7 million multipurpose training facility. The 60,000 square-foot building will feature training facilities for physical fitness and defensive tactics, including a one-eighth mile climate controlled indoor running track with a cushioned surface. Also included in Phase II is a 10,000 square-foot driving simulator facility. The second phase is scheduled to be completed by December 2002.

"This premier facility not only demonstrates Kentucky's commitment to law enforcement training, but also our commitment to providing the best possible learning environment along with a staff of well-qualified instructors," said Justice Cabinet Secretary Ishmon Burks.



PHOTO CREDIT: TIM WEBB

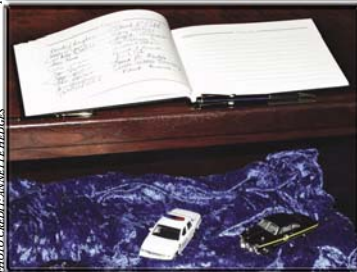


PHOTO CREDIT: ANNETTE HEDGES

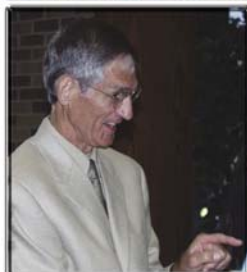


PHOTO CREDIT: ANNETTE HEDGES



## Kentucky Justice Cabinet and the Department of Criminal Justice Training Introduce

*DOCJT staff report*

The Department of Criminal Justice Training has created alliances with Kentucky's institutions of higher education, and is removing barriers for law enforcement officers that traditionally impede college enrollment. It is DOCJT's goal for each Kentucky law enforcement officer to hold an associate's degree at minimum, and to understand the importance of higher education and quality training.

The agency has created new educational opportunities for Kentucky law enforcement. Colleges and universities from across the state and nation have recognized the quality, accredited training provided at the Department of Criminal Justice Training, and in response have awarded college credits for completion of basic training. Additionally, DOCJT will pay for college entrance testing for basic training recruits. These free opportunities open the door to those law enforcement officers who understand the importance of higher education and the advanced pay and knowledge it brings.

In 1998, Governor Paul Patton introduced the Education Pays! Campaign in an effort to bring awareness to Kentucky's low national ranking in education attainment and the importance of education at all levels. The likelihood of better paychecks increase with the level of education or technical expertise. In fact, the average college graduate

earns \$25,000 more per year than the average high school dropout. So, education truly pays.

Nationally, 20 percent of the population has a baccalaureate degree, as compared to 13 percent of Kentuckians and 9 percent of the Kentucky law enforcement community. As Kentucky law enforcement pursues more pay and better benefits through increased standards and better training, we must also increase our abilities and awareness through higher education.

Governor Patton and the Department of Criminal Justice Training strongly encourage each law enforcement officer to take advantage of educational and training opportunities. In an effort to assist any interested officer, Evaluation Section Supervisor Patrick Miller has been assigned as program coordinator with responsibilities for counseling law enforcement officers on education opportunities, creating and maintaining alliances with institutions of higher education and integration of Education Pays! into the Career Development Program. Please contact Patrick Miller at (859) 622-5930, or:

**[pmiller@docjt.jus.state.ky.us](mailto:pmiller@docjt.jus.state.ky.us)**

for assistance and further program details.

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### AMERICAN COLLEGE TESTING (ACT)

The Department of Criminal Justice Training will pay all fees associated with the ACT college admission exam for eligible recruit officers. The ACT is a standardized, multiple-choice, college admission exam. It is accepted for admission by virtually all U.S. colleges and universities.

### EASTERN KENTUCKY UNIVERSITY

Recruits can apply to enroll as non degree-seeking students while enrolled in basic training. They may then choose to receive up to nine credit hours tuition-free for completing basic police training. Furthermore, recruits who enroll at EKU after successfully completing basic training are eligible to receive an additional seven hours of EKU college credits in various topic area, at no charge.

### THE UNION INSTITUTE AND UNIVERSITY

Officers in Northern Kentucky may find it beneficial to take advantage of the college credit offered by the Union Institute and University in Cincinnati, Ohio. Recruits who submit official records of successful completion of the Department of Criminal Justice Training program are eligible for 15 hours, plus up to an additional 12 semester hours based on a certified statement from the recruit's agency on his/her successful completion of a probationary period and further professional development courses.

### RIO SALADO COLLEGE

Officers who have completed the 16-week basic training course are able to obtain 39 semester hours in Law Enforcement Technology at Rio Salado College in Arizona. Students must submit a Credit by

Examination Application from Rio Salado and pay \$16.75 per credit hour. Officers may then obtain their Associate of Applied Science Degree by applying to Rio Salado online at

**<http://policetraining.rio.maricopa.edu>**

The additional 25 credit hours needed for the associate's degree will be at the out of state tuition rate of \$125 per credit hour.

### COLLEGE SUBSTITUTE FOR PROFESSIONAL DEVELOPMENT TRAINING

The Kentucky Law Enforcement Council will accept the completion of one, three-hour college course in lieu of professional development training once every three years. This will enable Kentucky Law Enforcement Foundation Program Fund participants to advance their education and continue to receive their annual training stipend. Participants are required to have their department head's approval, complete the course with a "C" grade or above and attend a regionally accredited university or college.

### FUTURE ENDEAVORS

The Department of Criminal Justice Training continues to explore the other advancements in education for Kentucky law enforcement officers. The agency is currently working with the Kentucky Community and Technical College System (KCTCS) to obtain college credit toward an Associate in Applied Science in Criminal Justice at any college in the Kentucky Community and Technical College System. Furthermore, DOCJT continues to explore the feasibility of paying the registration fees for the Graduate Record Examination (GRE) and College Level Examination Program (CLEP).

*Allison Harrison, Administrative Specialist III  
Staff Services & Planning*

In the last several months, the Department of Criminal Justice Training has undergone significant changes in its organizational structure. This new configuration became effective in September and the changes are going smoothly.

In the Training Support Division, the Information Systems Branch has a new look, with the Records/Registration section splitting into two separate sections, allowing them to concentrate specifically on their own tasks. In addition to those changes, the Printing Section has merged with the Multimedia Team, to create the Multimedia Technology Section that will now handle all technical aspects of publications, in both printed and video form.

The Training Operations Division has seen the most change, with the creation of five new sections. The Basic Training Branch now consists of General Studies, Police Corps, DUI Enforcement, Evaluation, Principle Training Defensive Tactics, Basic & Adv. Skills Vehicle Ops/Ropes, and Basic & Adv. Skills Firearms sections.

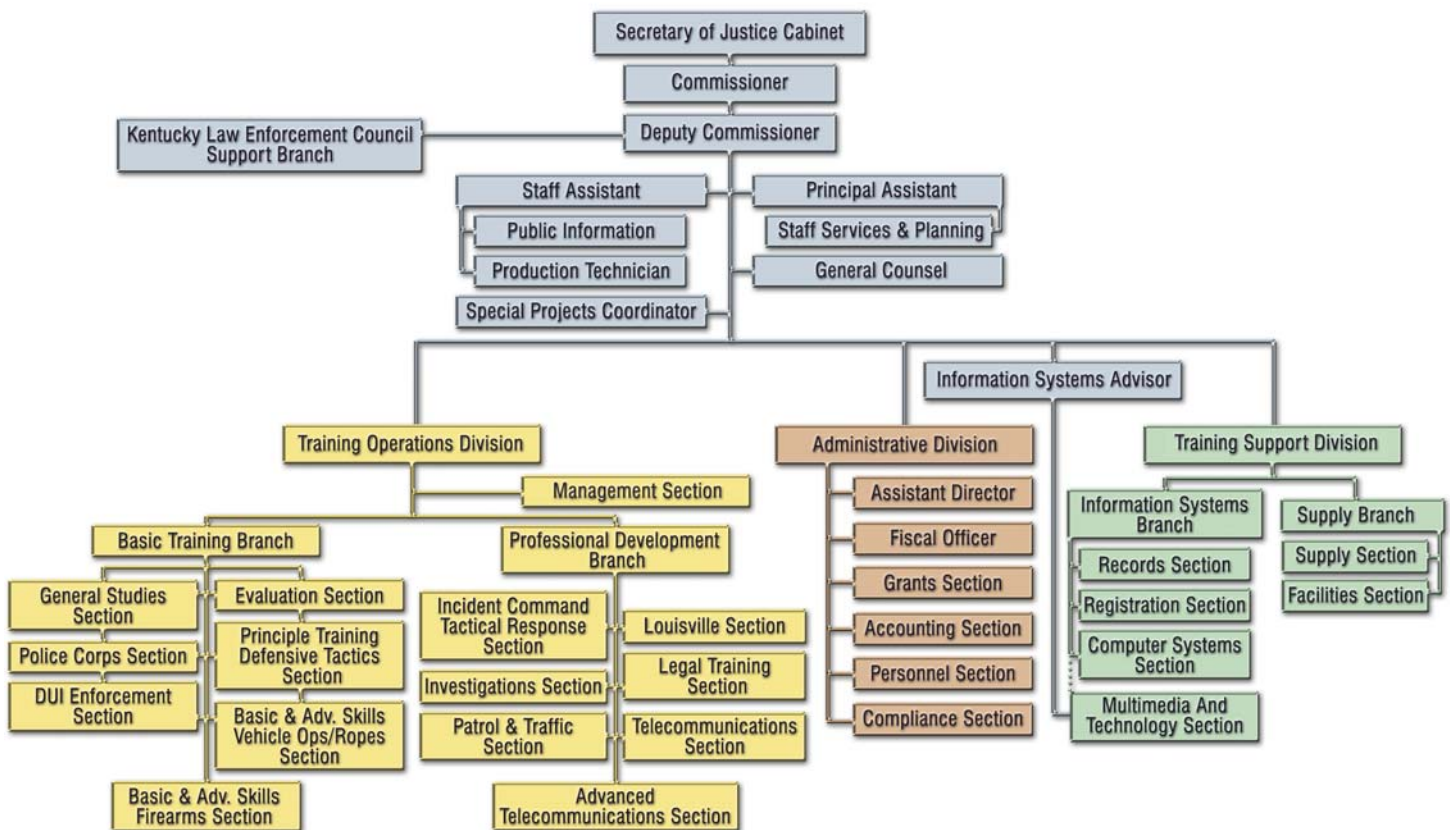
Vehicle Operations and Ropes, and Firearms sections. The Professional Development Branch, formerly called In-Service, is now made up of Investigations, Patrol/Traffic, Legal, Louisville, Incident Command Tactical Response, Telecommunications and Advanced Telecommunications. The Management Section is also a part of the Training Operations Division.

The Commissioner's Office has also been affected by these changes, in that the KLEC and POPS offices have been consolidated into one Kentucky Law Enforcement Council Support Branch.

These changes will continue to be a work in progress, in hopes that we will be better able to serve the peace officers of the Commonwealth in a more timely and efficient manner.

## DOCJT changes structure to meet training needs

### Department of Criminal Justice Training





# Staff Services and Planning Section

*David R. Hobson, Staff Assistant  
Staff Services and Planning*

The Staff Services and Planning Section is responsible for research, data collection, coordination of special projects, report preparation and long-term planning projections for the department. Staff Services and Planning is also responsible for the maintenance of the agency's Commission on Accreditation of Law Enforcement Agencies (CALEA) accreditation files. Already a CALEA certified training academy, the agency is presently in the self-assessment phase of the new Public Safety Training Academy Accreditation program, which was introduced in January 2002. This program is a more comprehensive accreditation program designed to address the needs of training academies like the DOCJT. The DOCJT plans on a December on-site visit by CALEA assessors to verify compliance with 182 standards.

Recently conducted surveys include the 2001 Comprehensive Survey of Kentucky Law Enforcement Agencies. The purpose of this survey is to provide law enforcement executives with the most current information on the customs of law enforcement agencies. This data can be compared to prior data to identify changes and trends in various law enforcement topics. One of the most referenced parts of the survey is the agency salary information, which is used by law enforcement executives to justify requests for pay increases. This survey is available on the DOCJT web site.

The 2001 Training Needs Assessment Project was completed in February of this year. This research project was a joint effort between the Staff Services and Planning Section and the Professional Development Branch utilizing a training needs survey to determine the professional development training needs of Kentucky law enforcement agencies. The project began in early summer of 2001. The methodology utilized focus groups to establish a master list of training needs. That master list was then used as the basis of a survey sent to Kentucky law enforcement agencies that regularly send officers to DOCJT professional development training. The intent of this needs assessment is to provide a road map for Professional Development Branch staff to follow in developing courses for the next 3 to 5 years.

Presently, the Professional Development Branch staff is comparing the training needs identified in the survey with existing courses. Needs not addressed by present courses will be either added to those existing courses or become the basis for future courses. Two DOCJT staff members were invited by CALEA to conduct a training class on the methodology used in this training needs assessment at their November 2002 conference in Portland, Oregon. An article about the needs assessment is also scheduled to appear in the October 2002 issue of *Police Chief* magazine.

Another type of training needs assessment is presently in the planning stages. Staff Services and Planning personnel will be working with Telecommunications Section personnel to conduct a training needs assessment of Kentucky telecommunicators, as well as their supervisors and managers. This survey should be completed by the end of 2002.

Another recently completed research project is the 2003 Course Scheduling Survey. This survey was sent out to agencies in July 2002 for their input. This is the second year for this survey. Information from this survey will assist Professional Development Branch staff in planning where and when to offer 2003 in-service training courses.

The ability to conduct quality research and provide valuable information to DOCJT staff is due in great part to the excellent group of employees who staff this section:

Jerry Belcher, *Planning and Research Advisor*  
Allison Harrison, *Administrative Specialist III*  
Edliniae Sweat, *Administrative Specialist III*  
Kay Fuson, *Administrative Specialist III*

F.Y.I.

## Changes in the KLEC Office

*Thor Morrison, Executive Staff Advisor  
KLEC Support Branch*

The Kentucky Law Enforcement Council's two offices have merged. The Kentucky Law Enforcement Council administers the Peace Officer Professional Standards (POPS) Act as well as Peace Officer Training Standards (instructor and curricula certification). Operationally, until now, the two components of the council were essentially separate and distinct. With the retirement of long-time director Dennis Mills, the administrative functions of the council have been consolidated, and Larry Ball, director of the POPS program, was named as Executive Director of the Kentucky Law Enforcement Council effective August 1, 2002. The consolidation of the two offices assimilates duties initially divided to promote compliance and support the POPS Act and to provide sufficient administrative support to the training standards component.

The council is subdivided into four principal committees, representing all areas of law enforcement, city development and education throughout the Commonwealth. The committees are:

**Executive Mayor Robin Cooper, *chairperson***

**Curriculum Dr. Gary Cordner, *chairperson***

**Certification Chief Larry Tousignant, *chairperson***

**Peace Officer Professional Standards Dr. William Walsh, *chairperson***

The current members of the council are:



### KEITH CAIN

Sheriff Keith Cain has served with the Daviess County Sheriff's Department for 27 years. He holds a Bachelor of Arts degree in Criminal Justice and a Master of Arts in Education. He is a graduate of the F.B.I. National Academy in Quantico, Virginia and the National Sheriff's Institute in Colorado. Sheriff Cain serves as an adjunct faculty member at the Owensboro Community College and is currently certified by KLEC as a law enforcement instructor. He has served the council for the past year and is a member of the Certification Committee.



### LARRY TOUSIGNANT

Larry Tousignant presently serves as Chief of the Springfield Police Department and has held this position for the past 10 years. In 1991, he retired as a Captain from the Deerfield, Illinois Police Department after 27 years of service. He holds an Associates Degree in Criminal Justice, a Bachelor of Arts in Sociology and is also a graduate from the Southern Police Institute. Chief Tousignant has been a member of Kentucky Law Enforcement Council since 1997 and has served as Chairman of the Certification Committee for four years.



### MICHELLE WILLIAMS

Michelle Williams has been a member of the Kentucky Law Enforcement Council since 1996 as a Kentucky Bar Association representative. Williams holds a Bachelor of Science degree in Criminal Justice, a Juris Doctorate from U.K.'s College of Law. She also graduated from Salmon P. Chase College of Law in 1990. She has been practicing general law since 1990, and for the past 10 years has been a partner with White, Peck, Carrington, Williams and Neal. She works with the U.S. District Court, Eastern Division and also spends her time serving on Montgomery County's Chamber of Commerce Board of Directors and the Board of Directors of CommUNITY Development.



### STEVE TIDWELL

Steve Tidwell, working in his 19th year with the FBI, was appointed in March 2002 as Special Agent in Charge of the Louisville FBI Division. Prior to entering the FBI, he served as a police officer with the Richardson, Texas Police Department for eight years, attaining the rank of Sergeant. He holds a Bachelor of Science degree in Education from Howard Payne University. He began service with the Kentucky Law Enforcement Council in May of this year and assists on the Curriculum committee.





### **ALLEN LOVE**

Allen Love is the Chief of Versailles Police Department and President of the Kentucky Association of Chiefs of Police. Love was born in Maysville and raised in Vanceburg. He attended Eastern Kentucky University and graduated with a Bachelor of Science in Police Administration in 1981. Chief Love worked briefly in the public utility and banking area before returning to Richmond in 1984, where he began his career as a dispatcher with the Richmond Police Department. Over the nine and a half years Chief Love spent with the Richmond Police Department, he held the positions of patrol officer, senior patrol officer, detective, sergeant and Assistant Police Chief. In November 1993, Chief Love was appointed Chief of Police by Mayor Charles R. Reed for the City of Versailles.



### **KEN MORRIS**

Ken Morris is the sheriff of Butler County and is the President of the Kentucky Sheriffs' Association. Sheriff Morris is serving on the Certification committee.



### **GENE HOLLON**

Gene Hollon was elected Sheriff of Laurel County in January of 1994. He was the Chief Deputy of Laurel County Sheriff Department for six years, a Detective with London Police Department for two years, Sergeant with the City Police in Winchester for three years and a Captain with Kentucky State Park Rangers for three years. He has 23 years total experience in law enforcement. Sheriff Hollon is a 1972 graduate of basic training. He is a member of FOP, the DARE advisory board in Laurel County and the Board of Directors Advisory Board of The Center of Rural Development in Pulaski County. He is also Chairman of London-Laurel County 911 Dispatch board. Sheriff Hollon was appointed to the council in 2002 and will serve on the Peace Officer Professional Standards committee.



### **MACK E. BRADY**

Police Chief Mack E. Brady has been with the Henderson Police Department since 1991. Prior to becoming chief in Henderson, he served at the Henderson Post of the Kentucky State Police for 22 years. Chief Brady has a Bachelor of Science degree in Criminal Justice from the University of Evansville. He is currently serving his second term with the Kentucky Law Enforcement Council as a member of the POPS Committee and has previously served on the Curriculum and Certification Committees.



### **LESLIE GANNON**

Leslie Gannon is one of the newest members to the Kentucky Law Enforcement Council, beginning her term in July 2002. She holds an Associate Degree in Applied Science (Accounting) and has worked with the Kentucky State Police since 1990. Early in her career she worked as a road trooper, undercover drug investigator and detective, then moved to the KSP Training Academy where she served as an instructor. Progressing through the ranks in 2001, she was promoted as Commander of the KSP Forensic Laboratory and in of July 2002 she transferred to the position of Commander of the KSP Training Academy.



### **MIKE DUNCAN**

Mike Duncan presently serves as the Director of the Special Investigations Division in the Attorney General's Office. Prior to his employment with the Attorney General's office he served 25 years with the Kentucky State Police. Mike holds a Bachelor of Science degree in Police Administration and a Master of Science degree in Public Administration. Mr. Duncan has been a member of the Kentucky Law Enforcement Council since 1996 and serves on the Certification committee.

*Continued on the next page*



### **GARY CORDNER**

Gary Cordner is Dean of the College of Justice & Safety at Eastern Kentucky University, where he is also a professor of Police Studies and Director of the Regional Community Policing Institute. He received his doctorate from Michigan State University and served as a police officer in Maryland. Cordner has co-authored textbooks on police administration and criminal justice planning and co-edited several anthologies on policing. Cordner is past president of the Academy of Criminal Justice Sciences, the country's largest association of criminal justice educators and researchers and founder and former chair of that organization's Police Section. Cordner plays a very active role on the council as chairperson of the Curriculum Committee.



### **ROBIN COOPER**

Robin Cooper was elected as Mayor of Paintsville in 1993. Mayor Cooper, in his third year as Chair, was appointed to the Kentucky Law Enforcement Council in 1995 by then-Governor Brereton Jones and reappointed to a second term in 1999. He also serves as a member of the Kentucky Law Enforcement Memorial Foundation and the Kentucky Police Corps Advisory Committee. Mayor Cooper is the immediate past president of the Kentucky League of Cities where he is also a member of the Executive Board. He was recently elected as the first Vice Chair of the Southern Municipal Conference of the National League of Cities. Mayor Cooper is also President of Cooper News, Inc. and sits on the Board of Directors of Citizen's National Bank and Citizens National Holding Co.



### **JOEY HOOVER**

Chief Hoover has been a member of the Jamestown Police Department since February 1989 and graduated the Department of Criminal Justice Training Academy that same year. Starting in 1990, he served as a DARE Instructor for eight years at all four Russell County elementary schools and in March of 1995 he was appointed as Chief of Police. Since that time Chief Hoover has also completed five weeks of intensive K-9 training with partner, K-9 Castor. Chief Hoover became a member of the Kentucky Law Enforcement Council in 2001.



### **CHARLES MAYER**

Charles Mayer has been the Chief at St. Matthews Police Department since 1988, having previously served as Chief of Detectives for the Jefferson County Commonwealth's Attorney's Office and as assistant director in the Department of Transportation. His police career began in 1956 when he joined the Louisville Police Department, from where he retired in 1982 with the rank of Lt. Colonel. Chief Mayer holds a Bachelor of Science degree in Police Administration. Chief Mayer is a veteran of the U.S. Navy, serving from 1948-1953 and the U.S. Marine Corps Reserve from 1955 to 1963. He currently serves on the Certification Committee of the Kentucky Law Enforcement Council and began his term in 2001.



### **BONNIE MARSHALL**

Bonnie Marshall serves as the "public-at-large" member of the council and was appointed to a four-year term in 1998. Reappointed in 2002, Dr. Marshall serves on the Certification Committee. She is a lifelong resident of Jefferson County and has been an educator/administrator in the Louisville and Jefferson County school systems for over 29 years. She received her Bachelor of Science in Elementary Education from Knoxville College, Master of Science in Urban Education from Indiana University and her Doctorate of Education in Supervision from the University of Louisville. In addition to her history of classroom teaching experience, she has held a number of administrative posts and made numerous presentations to professional education groups and conferences.





### **RANDY BRATTON**

Randy Bratton was hired to the Paducah Police Department as Chief of Police in March 2001. His police career began in 1984 with the St. Petersburg, Florida, Police Department where he served as a DUI Officer/Instructor, Arson Detective, Major Crimes Detective, Community Policing/Patrol Sergeant, Patrol Lieutenant, Traffic Lieutenant and Criminal Investigations Major. Chief Bratton has an Associate of Arts degree in Political Science and a Bachelor of Arts degree in Criminology. He began his role with the Kentucky Law Enforcement Council this year and serves on the Curriculum Committee.



### **MARTIN SCOTT**

Martin Scott is the State President of the Fraternal Order of Police and serves as statutory representative on the council. Scott has served since 1991. Since 1998, he has been an active member of the Peace Officer Professional Standards committee. He attended Goosetown Elementary School in Indian Creek and graduated from Menifee County High School in Frenchburg, Kentucky. Scott received his Bachelor of Science degree from Eastern Kentucky University and served four years military service with the U.S. Army. He received two bronze stars. Mr. Scott retired from the Bowling Green Police Department and has worked as a Commonwealth's Detective since his retirement.



### **TERRY ANDERSON**

Terry Anderson is the Marshall County Sheriff, having served previously as the Chief of Police of Benton. Sheriff Anderson was appointed to the council in 2002 and serves on the Curriculum committee. Mr. Anderson graduated from South Marshall High School in 1972 and the Department of Criminal Justice Training in 1976. He has 27 years experience in law enforcement as Patrolman at Benton Police Dept 1975-1984, Assistant Chief 1984-1992, Chief 1992-1998, and Sheriff of Marshall County 1998-present.



### **JAMES BROWN**

James Brown was recently installed as the President of the Kentucky Peace Officers' Association at its 67<sup>th</sup> annual conference in Lexington. Brown began his law enforcement career as a trooper with the Kentucky State Police in 1964. In 1969, he joined the Bureau of Alcohol, Tobacco and Firearms as a Special Agent. During his 30 years with ATF he held numerous management positions to include Special Agent in Charge, Chief of Special Operations, Chief of Explosives Division and Deputy Associate Director at ATF Headquarters in Washington, D.C. In March 2000, Brown retired from ATF after more than 35 years in active law enforcement.



### **WILLIAM WALSH**

William Walsh is the Director of the Southern Police Institute and Professor in the Department of Justice Administration at the University of Louisville. He holds a Bachelor of Arts in Behavioral Sciences, a Master of Arts in Criminal Justice and a Doctor of Philosophy in Sociology. A former member of the New York City Police Department with 21 years service, he has conducted research on police and security issues and published a number of articles and books on police administration and management. He has been a consultant to numerous law enforcement agencies as well as the national police forces of Hungary and Romania. Walsh has been a member of KLEC since 1997. From 1999 to present, he has been the Chair of the Peace Officer Professional Standards Committee.

F.Y.I.

# Basic Training NEWS

*Fran Root, Branch Manager  
Basic Training*

A Basic Training update cannot be written without first mentioning the retirement of Bill Moseley, our first Branch Manager. We wish him our best for his life of leisure. He has certainly earned it.

The Basic Training Branch has changed considerably under the department's reorganization. Basic now employs 55 instructors and support personnel who are assigned to seven sections. One of the more significant changes is the placement of responsibility for advanced skills training within the Basic Branch. This will facilitate a more ordered transition from basic to advanced training in all skills areas. This is immediately evident in Basic/Advanced Firearms, Basic/Advanced Driving and the Physical Training Sections. The Physical Training Section now formally certifies officers in Pressure Point Control Tactics (PPCT) and includes teaching ground fighting and an additional "less than lethal" tactic, the shoulder pin in the basic curriculum.

The Kentucky Police Corps is now integrated with the basic branch and will work as a team with all the sections to develop and deliver Police Corps training. This will also enhance the overall operation of the basic branch.

The mission of the newly created Evaluation Section is to bring all this together. This spin-off section will handle all coordination, testing and evaluation of trainees. The two-year process necessary to implement the new modular training format is already paying off. The reorganization of the curriculum into nine modules enhances the logical progression of basic training. This format, combined with the mission of the Evaluation Section, will place the department in a much better position to identify, monitor and contend with issues throughout the 16-week training.

Basic training has recently implemented an enhanced protocol for dealing with deficiencies in a more timely and efficient fashion. Closer and more frequent contact with the recruit's employing agency is a priority.

Basic training is now entering a new accelerated schedule, and will graduate 15 basic classes each year, having as many as seven basic classes on campus at one time. This coincides with the opening of the Bizzack Training Complex.

The Basic Training Branch is most excited about completing the model police station portion of the new training complex. When incorporated with the modular evaluation exercises, the model station will help to deliver the most realistic experience possible within any training setting. We are very proud of this wonderful new facility and would like to open an invitation for you to come see what we are doing in the Basic Training Branch.

## Skills News

*Oakie Greer, Section Supervisor  
Basic/Advanced Firearms Section*

The Basic Training Skills Section has now been divided into the Driving and Firearms Sections and given additional responsibilities. The Basic/Advanced Firearms Section will conduct all firearms training for the DOCJT, while the Basic/Advanced Driving and Ropes Section will conduct all driving related classes for the department.

Oakie Greer will supervise the Basic/Advanced Firearms Section with instructors Randy Baird, Mark Creech, Robert Cron, Andy Ferguson, Ed Haddix and Larry Ousley. Billy Fryer will supervise the Basic/Advanced Driving and Ropes Section with instructors Kirby Allen, Steve Burton, Dennis Earls, Carrie Folsom and Mike Leaverton. Both sections are currently housed in the new McKinney Skills addition, adjacent to the indoor range. The Basic/Advanced Driving and Ropes Section will move into the new driving simulator building, upon its completion. The simulator building is located adjacent to the firing range and driving track at the McKinney Skills Complex and should be completed in November 2002.

The Basic/Advanced Firearms and Driving Sections will continue to present Basic and Professional Development classes that are challenging and informative with the most up-to-date training techniques and equipment that is available. The staff is dedicated to teaching only firearms and driving. Specialization will enable our instructors to direct their efforts toward improving and updating our firearms and driving curricula. We are excited about the possibilities that this reorganization presents for firearms and driver training here at the DOCJT.



# Basic introduces Shoulder Pin Restraint System

*Tim Hurt, Training Instructor  
Physical Training Section*

The Physical Training Section will be implementing the shoulder pin technique as an addition to the current defensive tactics curriculum. The purpose of this addition is to provide officers with an additional “less than lethal” option for control of suspects. The shoulder pin is recognized as a humane means of control when dealing with high levels of aggression or someone under the influence of drugs. This technique gives officers an option other than deadly force when other means of control have been exhausted. When properly applied it can produce unconsciousness in as little as five seconds, allowing the officer quick control of a suspect without any lasting physical affects. Suspects must then be handcuffed quickly because the period of unconsciousness is very brief, normally lasting less than thirty seconds. The shoulder pin should only be used when high levels of suspect control have failed or the officer perceives that lower levels would be ineffective.

The shoulder pinning technique “Kesa Gatame” is found in the martial arts system Jiu Jitsu, while Bruce Siddle’s Pressure Point Control Tactics System (PPCT) uses this technique in many of their Defensive Tactics programs, including the one taught at DOCJT.

The shoulder pin is a vascular neck restraint technique. There are two types of neck restraint systems: the vascular and the respiratory restraint. The respiratory restraint is the most dangerous because it applies direct pressure to the trachea. Many in-custody deaths have resulted following the use of respiratory restraints because of damage to the inner mechanisms of the larynx.

Compression to the windpipe is to be avoided because it may cause serious injury or death. If the trachea becomes damaged, the passage of air to the lungs becomes blocked, resulting in choking. Choking causes great discomfort and fear, which may result in a survival response and more violent resistance by the suspect. The

respiratory restraint triggers a “fight or flight” response caused by an adrenal rush. This also contributes to the suspect being able to endure high levels of pain. In contrast, such vascular techniques as the shoulder pin do not choke the suspect by stopping breathing, but rather slow down the blood flow to the brain by applying pressure to one of the arteries in the neck that sends blood to the brain. With proper technique, the potential for causing any injury is minimized.

The shoulder pin is considered hard empty hand control on the Resistance Control Continuum. The shoulder pin may be applied one of three ways depending upon the actions of the suspect:

- Level 1:** The officer applies a rear neck lock with no vascular body compression.
- Level 2:** The officer applies mechanical compressions until conscious compliance.
- Level 3:** The officer applies compressions until the suspect becomes unconscious.

The neck restraint is one of the most controversial subject control systems because it gives the appearance that the officer is strangling the suspect. The shoulder pin is very effective and does not choke the suspect when properly applied. The shoulder pin technique can control high levels of active aggression and gives officers an additional option besides lethal force.

Sgt. Alex Payne, Defensive Tactics Instructor at the Kentucky State Police Academy, said that they have successfully taught the shoulder pin to academy recruits. Sgt. Payne relates the technique has proven most successful in dealing with individuals who cannot be controlled by chemical sprays or impact weapons. The advantage of the technique is that it will work regardless of a person’s ability to withstand other, more painful and injurious options.



*A recent writing assignment on the topic of community involvement produced the following paper from a squad of Police Corps Cadets. Their desire to contribute to their communities is apparent, thus the reason it is being shared with you. Kentucky Police Corps is designed to motivate young people to serve as law enforcement officers. Police Corps recruits must possess a significant desire to achieve success through service. Police Corps 4 will graduate November 26, to join local police and sheriff agencies across this state.*

*Kentucky Police Corps continues to actively recruit college juniors and above to participate in this program, the next class will convene in June 2003. For additional information please contact Kentucky Police Corps at (859) 622-5032 or (866) 592-6777.*

# Involvement is Key

## POLICE CORPS: COMMUNITY

### Community Involvement

*Squad 3, Police Corps Class 4*

In today's time more than ever, it is essential for law enforcement organizations to understand the importance of working with the youth in their respective communities. We as law enforcement officials need to realize that the youth of today become the citizens of tomorrow. By forming lasting and valuable relationships with the young people in our communities we can help to create a more positive and effective working relationship with them. To help accomplish this goal, numerous programs on every level have attempted to bridge the gap between various youth groups and police officers. One way that seems to be experiencing success in Kentucky is implementing the services of police academy cadets. Through initiatives implemented by the Department of Criminal Justice Training, police cadets are shown the importance of reaching out to the community.

The cadets of the Kentucky Police Corps Class 4 have taken an active role in several community projects throughout the Commonwealth in 2002. Police Corps believes in the importance of being involved in the community and providing positive role models for the youth in surrounding areas. Since their academy started in June, cadets have participated in several community related events, including working with the Explorers from the Grant County Sheriff's Office, "Amigos Fiesta," and "Bicycle Safety Day."

In late August, the cadets of Police Corps 4 hosted an "Amigos Fiesta" for the emerging Hispanic population in central Kentucky. The purpose of this event was twofold: to further our knowledge of Hispanic culture and the Spanish language, and also to help bridge the gap between the Hispanic culture and the local population of Richmond, Kentucky. Cadets helped organize activities and games for both children and adults, including an authentic live Mexican band and carnival attractions providing prizes for everyone. Cadets also worked with the local Wal-Mart to help provide a feast for all those in attendance.

Another event Police Corps participated in involved the tutelage of youths interested in a future in law enforcement. The Police Corps cadets utilized the challenge course located at Eastern Kentucky

University to promote and provide leadership training and problem solving skills. These activities provide valuable training that the cadets will later employ as members of their community's police departments. Throughout the Police Corps training on the challenge course, cadets have worked closely with the Explorer Unit of the Grant County Sheriff's Office. These Explorers are a group of high school students who aspire to be police officers in their communities. The program introduces young adults to various aspects of community policing, giving them a chance to interact with police cadets and officers in their areas. While training at the Challenge Course, cadets and Explorers were faced with predetermined obstacles that require a mixture of teamwork, communication and problem-solving skills, with emphasis on leadership development.

As a part of Police Corps training, cadets also underwent an extensive law enforcement bicycle certification course. Bicycle officers from the Lexington-Fayette Urban County Government Division of Police facilitated the program, which included obstacle course navigation and familiarization with bicycle nomenclature. This program helps promote the importance of a bicycle division within a police department and how it can promote community involvement and trust.

In August the cadets traveled to Corbin to promote bicycle safety and awareness. Through the help of sponsors including Coffey's Bicycle Shop, Mr. Gatti's Pizza, and the Union College cycling team, the cadets and staff were able to educate the children of the community and their parents in the value of proper bicycle maintenance and operation.

Through these and several other upcoming community and youth programs, Police Corps helps to educate the police cadet and community alike. The Police Corps program understands the importance of community involvement, and has made a commitment to serving as positive role models for the youth of Kentucky. The goal of the program is that upon graduation, cadets will continue to serve as leaders in their communities and encourage strong interaction between local law enforcement and the citizens they serve.

# Academy of Police Supervision

*J. R. Brown, Supervisor  
Management Training Section*

The Department of Criminal Justice Training has created the *Academy of Police Supervision* to provide quality first line supervision training to newly promoted sergeants or officers who are on an agency's promotion list. It will be offered four times during 2003.

"Most police officers vividly remember their first sergeant. They may remember the individual as their best supervisor or their worst, or perhaps, they remember him/her as someone who fell into the chasm that lies between." (Edward J. Werder, *The Great Sergeant*, Beretta USA Leadership Bulletin).

The concept of creating an academy for first line supervisors was born from acknowledgements such as this. The sergeant has always been considered one of the most important individuals within the police department. The training for this most critical position has to be the best available to give this person the skills necessary to excel, not just succeed.

Department of Criminal Training personnel spoke with numerous law enforcement agencies around the state regarding implementing a sergeant's academy. The response has been very positive. On June 26, Greg Howard, Director of Training Operations Division, and his staff met with chiefs from Versailles, Campbellsville, Mt. Sterling, Paris and Henderson and one Chief Deputy from Boone County to discuss the concept of the development of a sergeant's academy. These executives expressed overwhelming support for the concept and made several suggestions on curriculum, rules, participants and length. A follow-up meeting with officers and sergeants was held on July 30 to determine what officers needed from sergeants, and what training the sergeants actually felt they needed to adequately perform their assignments.

All information received from these meetings was taken by the newly created Management Training Section (J.R. Brown-Supervisor, Ken Morris & Rich Hanzes-Instructors) and along with the current established curriculum of supervisor's occupational education was utilized to formulate the *Academy of Police Supervision*. The course was designed to be the first course in supervision for officers who have been recently promoted or who are currently on the agency's promotion list. The students will be expected to participate in reading assignments, writing assignments and scenario based exercises that are designed to enhance their ability to perform at the supervisor's level in their agency. Students can expect assignments that will require them to perform during hours outside the normal classroom times and to be involved with basic training classes. The course will be 120 hours in length and will include the following topics: challenge course (low ropes), role of the supervisor, situational leadership (32 hour version), managing change, problem solving, decision making, managing diversity, monitoring officer performance, conflict resolution, professional image (inspections), legal issues for supervisors, discipline issues, critical incident management, crime analysis, team building and public speaking. The course will be designed in a "hands-on" approach, with as much skill demonstration as classroom work.



### **Academy of Police Supervision Course Dates for 2003:**

**June 9-27**

**August 4-22**

**September 8-26**

**October 6-24**

***Questions or comments regarding the Academy of Police Supervision should be referred to:***

***J.R. Brown at (859) 622-6591 or***

***jbrown@docjt.jus.state.ky.us***



# Yesterday.....In-Service Today... Professional Development

*Ted Florence, Training Instructor  
Patrol/Traffic Section*

There have been many changes in what used to be called the In-service Training Branch, beginning with a new name. The Professional Development Branch is now made up of seven sections, under the leadership of Branch Manager Doug Czor. There are still familiar faces as supervisors: Karen Cassidy, Dennis Ferriell, Patricia Carter, and Terry Mosser can still be seen racing around our hallways. Three new faces, Betty Godsey, Gerald Ross and James Simpson, complete the supervision team.

New instructors include Michael Doane and Ted Florence, who are assigned to the Patrol/Traffic Section; Eddie Farrey and Gary Shaffer, who are assigned to Investigation Section; Walt Elder will be working out of the Louisville Training Office; and Tom Fitzgerald is assigned to the Legal Training Section.

**Investigations Section** is under the leadership of Terry Mosser. Investigations still has all of the old tried and true basics, Crime Scene Investigations, Basic Investigators, Narcotics and Interview/Interrogations. New for 2003 in the Investigations Section will be Contemporary Investigative Techniques and Law Enforcement Chaplain's Seminar-2003. Both are 16-hour courses.

**Management Section** is now its own section and is assigned to the Training Operations Division Director, which will be supervised by J. R. Brown. The management crew will continue with the CJED Program, Mid-Level Management Skills, and First-Line Supervisor, which will be expanded into a supervisor's academy. For the coming year, management will be adding a new 32 hour Mid-Level Management Skills Course.

**Patrol/Traffic Section** has a new driving force behind it. Karen Cassidy transferred to this section from Basic Training and is ready for the challenge. Patrol/Traffic has kept many of its old staples but has added a new course to its offering due to the terrorist threat that has come upon our nation. Terrorism: What Patrol Officers Need to Know is the new 32-hour course being presented in 2003.

The staff at the **Louisville Training Section** is conducting training not only for the Louisville/Jefferson County Area, but also throughout western Kentucky as well as classes in Richmond.

**Incident Command/Tactical Section** is the newest area of instruction for the Professional Development Branch. James Simpson will tactfully command this section. They will be instructing two established courses, Police and Public Safety Basic and Advanced. This section will also be creating two new courses, Special Response Team Tactics, an 80-hour course, and Less-Lethal Response for Law Enforcement, a 32-hour course.

**Legal Training Section** has a new top lawyer. Gerald Ross is the new Staff Attorney Supervisor. Ross and his crew will be there for the legal updates and legal explanations to why action/reactions must be done a certain way. They will also assist in the development of new courses.

**Telecommunications Section** is under the supervisory control of Patricia Carter. They will be instructing most of the basic telecommunication courses to include: Basic Telecommunications Academy, CJIS Basic Course, First Line Telecommunications Supervisor Course, Emergency Medical Dispatch, etc.

There is now a second part to telecommunications, **Advanced Telecommunications Training Section** with Betty Godsey as Acting Supervisor. Godsey and her crew will be taking care of all telecommunications in-service, all CJIS in-service, EMD in-service, and the Communications Training Officer Course. They are also working on a new Terrorism Course for Communications for 2003.

Professional Development will be very much involved in the new Career Development Program. Classes will be designed to help the patrol officer, deputy sheriff, detective, telecommunications, supervisor, or manager progress in an informative and logical progression to obtaining a certificate in their chosen area. The Professional Development Branch is looking forward to serving Kentucky's law enforcement community.

# DOCJT hosts four anti-terrorism themed Command Decisions courses

*Doug Czor, Branch Manager  
Professional Development*

The Professional Development Branch expects approximately 320 law enforcement administrators to attend the four Command Decisions classes this fall. The focus this year is on Homeland Security featuring guest speakers. The first two courses, conducted in October, were held at Barren River State Resort Park. The third and fourth conferences will be held at Jenny Wiley State Resort Park and at the Galt House in Louisville during November.

The course began with legal information from Legal Supervisor Jerry Ross, followed by a DOCJT update from Commissioner John Bizzack. During this update, the Commissioner discussed the department reorganization, the Career Development Program, 2003 legislative issues and the Kentucky Public Safety Training Center.

Cyndy Noble, KSP Intelligence, and Lt. Jerry Provence, KSP Special Operations, provided intelligence briefing and threat assessment information. Ray Nelson, Homeland Security Coordinator, conducted a lecture on the levels of the threat advisory system, the concepts of protective and preemptive contingency planning, as well as grant requirements and initiatives.

Erwin Roberts, from the U.S. Attorney's Office, discussed the provisions of the Patriot Act. Following an Anti-Terrorism Project, Dr. Ed Hall, Department of Agriculture, led a presentation on agricultural bio-terrorism, including intelligence sources for agro-terrorism and possible threats to our food supply.

Maj. Robert Stack, Lexington Police Department, discussed legal and workable Mutual Aid Agreements. Malcom Franklin, Director of the Division of Emergency Management, provided an Incident Command System update to the executives.

The third day of training concluded with a rather alarming discussion on Bio-Terrorism, focusing on weapons of mass destruction and the dangers of smallpox infection.

The last day of training was designated as federal law enforcement day. Special Agent Don York, ATF; Special Agent Scott Barker, FBI; Special Agent Paul Simms, Secret Service, and Michael Misiuta, INS, provided substantive information on the mission of each agency in regard to anti-terrorism. Contact and information sharing procedures were also discussed.

Clay Bailey, DOCJT, presented an insightful and entertaining lecture, entitled "Leadership in the Changed Security Environment."

Concluding the course was a panel discussion conducted by the previous speakers: SAC Steve Tidwell, FBI; INS Special Agents Don York, Paul Simms, Michael Misiuta; Col. Ray Nelson and Lt. Jerry Provence.

The entire course seemed to be well received, relevant and an educational program, conducted by some of Kentucky's best anti-terrorism professionals.

# Telecommunications: *The Critical Infrastructure*

*Pat Carter, Section Supervisor  
Telecommunications Section*

Telecommunications is among the eight infrastructures that the FBI's National Infrastructure Protection Center considers critical.

The others are electric power, transportation, water supply, banking and finance, gas and oil storage and delivery, governmental services and emergency services, according to a list included in the President's policy on critical infrastructure protection. The policy outlines a national strategy to protect national security and economic well-being.

It should come as no surprise that Telecommunications is listed. It is widely known that during times of crisis good communication is paramount in handling dangerous situations efficiently and correctly. When there is a communications breakdown, the price to be paid runs from the stress of not being understood by each other, to lives being lost. In today's society it is imperative that Telecommunications personnel be trained with better education, more discipline and exemplary teambuilding skills.

This education should allow agencies to hold their communications personnel to a higher accountability. As the world becomes more complex, the public is dealing with horrific issues never before dreamed about. Citizens expect their emergency call to public safety personnel to meet their needs quickly, effectively and with great compassion.

The Telecommunications Academy provides the best possible Communications training available to meet those ever growing needs. The Academy is composed of the Basic Telecommunications Skills, CPR certification, Emergency Medical Dispatch, Criminal Justice Information Systems, Crisis Negotiation and Family Violence training. This training allows the students to apply those skills in graded practical exercises, which build on prior knowledge. This includes how to handle officer down, pursuits, crisis situations and handling multiple emergency calls.

Communications center personnel set the tone and stage for all incoming calls. They make decisions on each of the hundreds of calls that come into dispatch centers each day. Make sure they are trained at the level you expect them to perform in this critical career.



## Special Recognition

### DOCJT hosts the annual Law Enforcement Challenge competition

*Jacinta Feldman Manning, Public Information Officer*

Lexington Police Officers Paul Schmuck and Jennifer Lube were Kentucky's Top Cops in this year's annual Law Enforcement Challenge.

Law enforcement officers from across the state, as well as Police Corps recruits, competed in the challenge on October 5, raising more than \$500 for the Kentucky Law Enforcement Memorial Foundation. The challenge is a charity competition that tests the skills officers use daily through driving and firearms competitions and a foot chase obstacle course. This year's event was expanded to also include individual cruiser, bike course, 42' wall climb and bench press competitions.

The overall winners from the competition, or the Top Cops, were determined by combining the scores of the 1.5-mile run, bench press and the LEN challenge.

Officer Kevin Drohan, who has been on bike patrol for the Newport Police Department for about a year and a half, put his skills to the test in the bike course portion of the challenge.

"I know now why they call it a challenge," he said. "It was real good."

Drohan, who came in second in the bike competition, said citizens see bike patrol officers as more approachable since they're among the public. Also, bike officers can sometimes get a heads up at crime scenes before the cruisers with noticeable law enforcement markings arrive, Drohan said.

Fellow Newport bike patrol officer Paul Kunkel also participated in the bike course.

"It's a unique opportunity to get together and show the other side of what we do, not just the serious side - the fun side," Kunkel said.

#### **Bike Competition:**

- 1<sup>st</sup> Mark Merriman, Cynthiana PD
- 2<sup>nd</sup> Kevin Drohan, Newport PD
- 3<sup>rd</sup> Paul Kunkle, Newport PD

#### **Challenge Course:**

- 1<sup>st</sup> Jon Parks, Kentucky Vehicle Enforcement
- 2<sup>nd</sup> Sheridan Wright, Monticello PD
- 3<sup>rd</sup> James Lombardi, Lexington PD

#### **Wall Climb:**

- 1<sup>st</sup> Paul Kunkle, Newport PD
- 2<sup>nd</sup> Kevin Drohan, Newport PD
- 3<sup>rd</sup> Calvin Molohon, Kentucky Vehicle Enforcement

#### **Bench Press (Women):**

- 1<sup>st</sup> Jennifer Thompson, Lexington PD
- 2<sup>nd</sup> Jennifer Lube, Lexington PD

#### **Bench Press (Men):**

- 1<sup>st</sup> Rick Qualls, Woodford County PD
- 2<sup>nd</sup> Paul Kunkle, Newport PD
- 3<sup>rd</sup> Jesse Brewer, Bellevue PD

#### **1.5 Mile Run (Men):**

- 1<sup>st</sup> Paul Schmuck, Lexington PD
- 2<sup>nd</sup> Sheridan Wright, Monticello PD
- 3<sup>rd</sup> Rick Qualls, Woodford County PD

#### **1.5 Mile Run (Women):**

- 1<sup>st</sup> Stacy Shannon, Lexington PD
- 2<sup>nd</sup> Jennifer Lube, Lexington PD

#### **Police Cruiser:**

- 1<sup>st</sup> Travis Cook, Prospect PD
- 2<sup>nd</sup> Steve McCowan, Kentucky Vehicle Enforcement
- 3<sup>rd</sup> David Fields, Boone County SO

#### **Top Cop winner:**

Paul Schmuck, Lexington PD  
Jennifer Lube, Lexington PD

#### **Police Corps Winners**

##### **Challenge course:**

- 1<sup>st</sup> Timothy Upchurch
- 2<sup>nd</sup> Jeremy Martin
- 3<sup>rd</sup> Brian Peterson

##### **Wall climb:**

- 1<sup>st</sup> Matthew Sharp
- 2<sup>nd</sup> Michael Morgan
- 3<sup>rd</sup> Matthew Morris

##### **Bench Press:**

- 1<sup>st</sup> John Inman
- 2<sup>nd</sup> Matthew Sharp
- 3<sup>rd</sup> John Bardin

##### **1.5 mile run:**

- 1<sup>st</sup> Michael Morgan
- 2<sup>nd</sup> Brian Peterson
- 3<sup>rd</sup> Matthew Morris



F.Y.I.

## Alexander and Stone are 'Instructors of the Year'

*Diane Patton, Staff Assistant  
Commissioner's Office*

This year the DOCJT named an "Instructor of the Year" for the Basic Training Branch and Professional Development Branch.

**David Stone** instructor in the Evaluation Section was named "Instructor of the Year" for the Basic Training Branch. In nominating Mr. Stone for this honor, Supervisor Patrick Miller stated, "Instructor Stone has conscientiously fulfilled all basic aspects of an instructor. He has full knowledge of facilitation and adult based learning concepts and incorporates them into his classroom teaching. He has worked diligently in creating lesson plans and worked nights and weekends to meet the needs of students in their training endeavors. These characteristics and traits, however, are what are expected from all instructors. What sets Instructor Stone apart this year is his willingness to go above the expected to assist the department in meeting organizational goals." According to Mr. Miller, during the past year Instructor Stone has:

- Co-authored the module curriculum implemented into basic.
- Coordinated with the American Red Cross to implement their mandated changes into the basic curriculum.
- Started the process for creating new tests that would be needed for the new basic training curriculum.
- Created the practical evaluation tools necessary for the new basic training modular curriculum.

**Ken Alexander** Staff Attorney III in the Legal Training Section was named "Instructor of the Year" for the Professional Development Branch. Gerald Ross, Attorney Supervisor for that section, nominated Mr. Alexander because he:



*Award Winners David Stone and Ken Alexander*

- Commands respect and admiration from recruit officers and from his peers.
- Undertook the assignment to rewrite the lesson plans on the Penal Code to comply with the new modular format.
- Oversaw the revision of the Kentucky Criminal Law Manual (Blue Book) and continually edits the manual for updates/corrections.
- Authored the revision on the Carry Concealed video.

"He is the number one resource in the legal section when encountering nuances and/or glitches that are latent in the wording of the statutes. He constantly strives to maintain current knowledge of legislative enactments to better prepare himself and the legal staff to adjust for any changes in the laws or recruits are expected to enforce upon graduation from the Basic Training Academy," said Gerald Ross.

## POPS office receives 'Teamwork Award'

*Diane Patton, Staff Assistant, Commissioner's Office*

The Peace Officer Professional Standards Section received the "DOCJT Teamwork Award" at the annual meeting October 2. The KLEC office expanded its functions during the year to include instructor certification, training curricula certification, applicant trainability programming, and the inception of the Career Development Program. All of this occurred while expanding services to client agencies of the POPS Act, increasing numbers of applicants tested yearly and dramatic shifts in orientation with contractors.

The office has always maintained a high degree of professionalism whether in Richmond, visiting agencies, or conducting tests on the road. They have been worthy ambassadors of the Department, the Cabinet, and state government in general.

According to Thor Morrison who nominated the POPS section for this award, "A close working relationship within the office is imperative to maintain high customer service and responsiveness. No singular function of the office could be accomplished without the direct or indirect support of the rest. This office exemplifies the best qualities of a team."



*L-R: Rhonda Snyder, Joe Boldt, Rick Bastin, Kelly Young, Gary Davis, Mike Beck, Larry Ball, Thor Morrison*



# Competition Shoot

*Jacinta Feldman Manning, Public Information Officer*



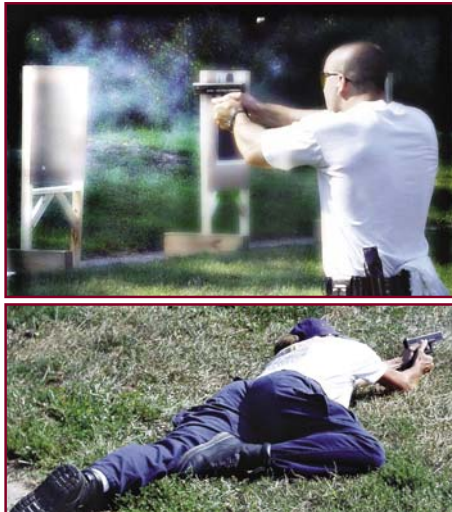
Officers from across the state competed in the Department of Criminal Justice Training's 11<sup>th</sup> annual Competition Shoot for Charity on September 7. The competition was held at the firing range at Boonesborough.

The Competition Shoot is a charity marksmanship contest open to all of Kentucky's sworn officers. Using the weapons they carry on duty, officers shoot at targets from differing distances, positions and time limits. Charities that have benefited from the Competition Shoot include the Kentucky Sheriffs' Youth Ranch, the Kentucky State Police Trooper Island, The Salvation Army and The United Way. Last year's Competition Shoot raised \$700 for the New York Police and Fire Widows' and Children's Benefit Fund.

The Department would like to thank McDonald's and Wendy's of Richmond, as well as Dishman's Shell for their donations to the event.



PHOTO CREDIT:ANNETTE HEDGES



Winners from this year's competition are:

## Individual Competition

- 1<sup>st</sup> Duard Burdette, Jefferson County Detention Center
- 2<sup>nd</sup> Dennis Chi, Louisville Police Department
- 3<sup>rd</sup> Jim Mueller, Louisville Police Department

## Team Competition

- 1<sup>st</sup> Dennis Chi and John Jawor, Louisville Police Department
- 2<sup>nd</sup> Rob Huff and Butch Winstel, Jefferson County Sheriff's Office
- 3<sup>rd</sup> Duard Burdette and Tim Gilbert, Jefferson County Detention Center

## Combat Competition

- 1<sup>st</sup> Jim Mueller, Louisville Police Department
- 2<sup>nd</sup> John Jawor, Louisville Police Department
- 3<sup>rd</sup> Ed Winstel, Jefferson County Sheriff's Office





# Betty Godsey



PHOTO CREDIT: ANNETTE HEDGES

*Betty Godsey joined the Department of Criminal Justice Training in 1995 after spending nine years as a telecommunicator, two with Lancaster Police Department and seven with Kentucky State Police. She was recently named Acting Supervisor of the newly formed Advanced Telecommunications Section.*

## Work History:

Lancaster Police Department 1985-1987

Kentucky State Police 1987-1995

Department of Criminal Justice Training 1995-Present

## Specialties:

Management

Communications Training Officers

## What is the most significant change you have seen in telecommunicator training during your career?

There is a tremendous need for complex and diverse training for communications officers. The world is truly a "different place" and society places demands on law enforcement personnel that would have been unheard of when I first started in communications. In 1986, Kentucky became one of the first states to mandate 40 hours of communications training. There was also a class to train LINK/NCIC operators. To be effective today, communications officers need training in those areas, but also in crisis negotiation, family violence, Spanish, cultural awareness, emergency medical dispatch, supervision and the list just goes on. It is exciting to be a part of an agency that meets training needs evolving from yesterday's headlines, as well as anticipates training needs for the future

## What is the most rewarding part of being a law enforcement instructor?

In Kentucky we have so many small agencies that simply do not have the resources to provide training for their communications officers. Being able to provide the best training available anywhere in the country to those communications officers is just awesome. There is so much satisfaction in realizing the students are going back to their agencies with the knowledge and skills necessary to take care of citizens and responders.

## Who has been the most positive influence to you during your career and how?

So many names and faces came to my mind as I thought about this question. My husband Ron would have to be first for telling me I should try "dispatching" and encouraging me all through my career. He also taught me the importance of working effectively with other police departments. Next would have to be Don Pendleton while he was Post Commander at Post 7 in Richmond. Don taught me the importance of professionalism and character in anyone choosing a law enforcement career. He also encouraged me to take my career to the next level, and helped me achieve success as a supervisor and trainer. And no list could be complete without naming Pat Carter, who has taught me there is no limit to what can be dreamed and achieved and has shown by her example just how unselfish a supervisor can be.



### What advice would you give to new communications recruits just beginning their career?

The same two things I say to every new recruit I teach. The role of the telecommunicator is not only important, but is critical to the law enforcement community. Be proud of being a telecommunicator! I tell them there should be two goals for the professional communications officer. They should provide the best possible service to everyone in the community, regardless of whether their families came over on the Mayflower or whether they came into the country last week. Their second goal should be to provide information and service to police officers and other public safety personnel that gives them the best possible chance of going home to their families at the end of their shift.



### Where do you think law enforcement telecommunications training is headed?

Courses offered by DOCJT have kept Kentucky communication officers ahead of the curve in communications training for years. We hope to continue in the forefront of communication training and assist with the proposal to the legislature to make the telecommunications academy mandatory. Citizens and police officers have the right to expect the most professional and effective telecommunicator possible on the phones and radios when they call for assistance. There is a depth to academy training that could benefit today's telecommunicators:

- D- discipline that includes the same rules and regulations as peace officer recruits
- E- education: additional training in areas like Spanish, crisis negotiation and family violence
- P- practical exercises, including realistic quick-paced scenarios that will allow the student to practice the skills they have learned
- T- teamwork, they learn the importance of being an effective team member in class and in the communication center
- H- higher accountability: students trained in the academy setting should be held to a higher standard of performance.

"Betty does an excellent job here, she certainly has a good heart and lots of character. She constantly puts others before herself and truly focuses on training. These attributes make her a great instructor." Greg Howard, Director, Training Operations Division.



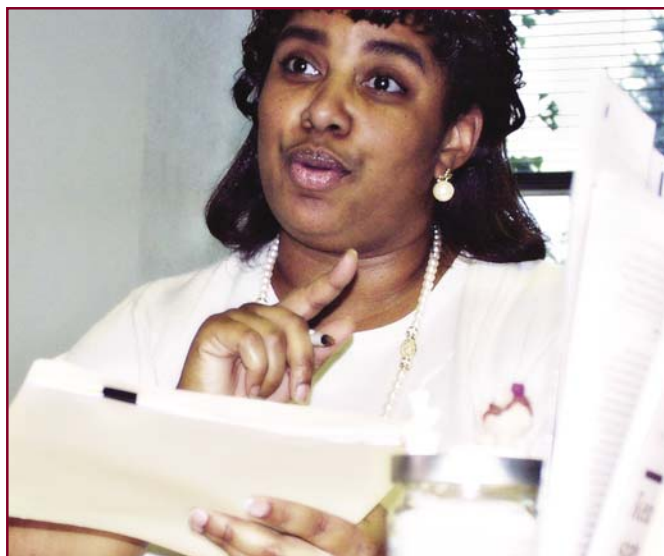


PHOTO CREDIT: ANNETTE HEDGES

# EDLINIAE SWEAT

*Edliniae Sweat joined the Department of Criminal Justice Training in 1995, after spending nine years working at a bank. She began her career as a teller and was later promoted to an officer with First Federal Savings Bank in Richmond. Prior to coming to Richmond, Edliniae was employed by Pikeville National Bank in Pikeville. Edliniae came to the DOCJT as a clerk chief in the registration section. In May of 1997, she was assigned to the Kentucky Law Enforcement Council (KLEC) office as a secretary III and later promoted to administrative specialist II. In 2001, Edliniae joined the Staff Services & Planning Office as an administrative specialist III.*

## Special Accomplishments and Projects:

- Governor's Minority Management Training Program Graduate
- Coordinated Interviewing Sexual Assault Offender Seminars
- Coordinated Forums for Telecommunications Job Task Analysis
- DOCJT Coordinator for the Louisville Defender Minority Expo
- Assist Kentucky Women's Law Enforcement Network with annual conference
- Monitor for the Governors EEO Conference
- Justice Cabinet Juvenile Services Review Board

## What is the most significant change you have seen in the Department of Criminal Justice Training's operations during your career?

There are so many, but the one that comes to mind as the most significant is the professionalism the agency brings to the state of Kentucky. I'm excited to be part of a team, and I do repeat the word team, that will not settle for less. We strive to be number one in everything we say and do. Not only is our clientele on the receiving end, but we as employees of the Department of Criminal Justice Training are on the receiving end as well.

## What is the most rewarding part of working as administrative support for law enforcement?

The reward I receive by working as administrative support for law enforcement is serving our clientele and knowing they call us and depend on us for the answers. Also, I have the advantage of learning about law enforcement in Kentucky from the new recruits, telecommunicators and sheriffs to the seasoned officers serving their respective communities. Wouldn't it be awful to come to work everyday and not learn something? I find it rewarding to come to work everyday and learn new skills and information from both co-workers and clientele. I enjoy helping people. I believe customer service is essential to law enforcement or any public service agency. My parents, by example, set the tone for me. They have spent their lives seeking community growth as well as personal growth. While working at the bank I was taught, "the customer comes first." When I can help someone with a problem or question in





a timely manner I realize and appreciate the knowledge I have gained and can share. Again, by helping someone along the way I guarantee you will learn something in the process.

**Who has been the most positive influence to you during your career and how?**

The most positive influence during my career and my life has been the Lord. He has used people in the Department of Criminal Justice Training to mentor, challenge, and educate me. It began with former Commissioner Charles Sayre and has extended to the present leadership of Commissioner John Biz-zack. I am truly grateful to all of the employees of the department who have been placed in my path. I would be remiss if I did not recognize my husband and children. My husband and children support and encourage me to succeed in everything that I do. I'm blessed to have that support!

**What advice would you give to new employees just beginning their career?**

- Come to work with a positive attitude. For example, instead of coming in to work on Dreaded Monday, come in to work on Marvelous Monday; Terrific Tuesday; Wonderful Wednesday; Thrilling Thursday and Fabu-lous Friday).
- Get to know people for yourself; don't rely on what others say.
- Don't expect to be appreciated every day; you are receiving a paycheck aren't you? Learn the benefits of serving.
- Be happy for other people when they are recognized or promoted, your blessings are coming. Maybe you've already received them and just don't recognize it.
- Smile (God loves you)
- The big "R," show respect and you will receive respect.
- Last but not least, enjoy your family because tomorrow is not promised.



**How important is it to be involved in extra-curricular activities at work?**

It is important to get involved in extra-curricular activities at work. My first extra curricular at DOCJT was the annual competition shoot under the direction of Bob French and Randy Baird. They, along with Judy Martin, took me under their wing and encouraged me to help. Being involved in extra-curricular activities allows for the opportunity to get to know people better, learn more about the Department and our clientele.

**Would you like to describe the importance of upward mobility at the work place?**

I am an example of the benefits of upward mobility at DOCJT. I began my career in 1995 as a clerk chief; seven years later I am an administrative specialist III. We are empowered by the department to be the best we can be, whether it's going to school to receive higher education or participating in on-the-job training. I chose to step up to the plate and accept the challenge to compete for promotions. Even though all promotional opportunities have not been successful, I have chosen to use the experience and knowledge gained to build on my strengths and recognize my weaknesses to prepare me for success. My life experiences have taught me that success is not just a destination to arrive at, but it's an ongoing process. I can do all things through Christ which strengthens me. *Philip-pians 4:13*

"Edliniae Sweat is one of those unique employees who truly believes and practices teamwork on the job. She does so on a daily basis, not only within the Staff Services and Planning section, but also agency-wide. Edliniae is conscientious about her work and is very much in tune with the overall mission of the DOCJT. She is well liked and respected by employees at the DOCJT and by the law enforcement people she deals with daily. Edliniae is a pleasure to work with and supervise." David Hobson, Staff Assistant, Staff Services & Planning Office.

F.Y.I.

## Dennis Mills Retires

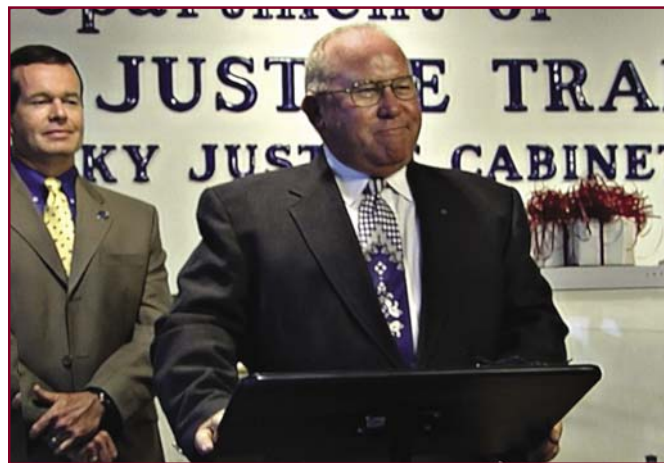
*Diane Patton, Staff Assistant  
Commissioner's Office*

Dennis G. Mills retired July 31, after 28½ of years service with the Department of Criminal Justice Training. He began his career with the department in March 1974 as a Research Analyst in what was then the Division of Judicial Training. He transferred to the Law Enforcement Training Division when the duties of Division of Judicial Training were transferred to the newly formed Administrative Office of the Courts. He served as Instructor Coordinator and Program Supervisor. In 1986 he was promoted to the position of Section Supervisor for the In-Service Training Section, where his responsibilities included administration and supervision of in-service training courses that were conducted throughout Kentucky. In 1991, he was appointed to the position of Section Supervisor for Registration, Records and the Kentucky Law Enforcement Foundation Program Fund and additionally as Acting Executive Director for the Kentucky Law Enforcement Council. In 1992, he was promoted to the position of Executive Staff Advisor and assigned full time with the Kentucky Law Enforcement Council.

During his career, Mr. Mills has worked closely with other state and federal trainers in the coordination and supervision of special courses presented by the FBI, DEA, ATF and other state and federal programs. He has worked with and assisted other state agencies by developing training programs for the Departments of Fish and Wildlife, Parks, Mining Reclamation, Alcohol Beverage Control and Motor Vehicle Enforcement. He supervised and assisted in the development of the annual Command Decisions courses. He supervised the development and publication of the Kentucky Coroners Handbook used throughout Kentucky by the Kentucky Coroners Association. Until his retirement, he was involved in the curriculum update and instruction in the Techniques for Police Instructors course.

A native Kentuckian, Dennis was reared in Owensboro. He served in the United States Air Force Security Service from July 1964 to July 1968, serving tours of duty in Germany and Pakistan. Upon his discharge, he enrolled in Eastern Kentucky University's College of Law Enforcement. In 1972, he graduated with high distinction from EKU, having earned a Bachelor of Science degree in Law Enforcement with a minor in Psychology. In 1973, he received his Master of Science degree in Criminal Justice Education. He completed numerous professional training courses, including the Law Enforcement Training Institute at Boston University, the Judicial Administration Specialty training at the National College of the State Judiciary in Reno, Nevada, General Motors Advanced Driving Instructors Course and courses with the DEA and IACP.

He has received numerous awards including: Membership in Phi Kappa Phi honor society; membership and president of Epsilon Chapter of Alpha Phi Sigma in 1972-73; recognition for work with the Boy Scouts of America and Law Enforcement Explorers. He is a past president of the Richmond Exchange Club, Past Master of Richmond #25 F & AM; member of Lexington Consistory and Oleika Shrine.



*Dennis Mills says a few words at his retirement ceremony.*

PHOTO CREDIT: JIM ROBERTSON

## Shaner named new residence hall manager



*Horace Johnson, Director  
Training Support Division*

On September 3, Michael Shaner joined the DOCJT staff to serve as the new J. Bernard Thompson Residence Hall Manager. The residence hall officially opened in September and Mike, his wife Janell, and son Logan were among the first residents. A native of Washington state, Mike comes to the department with a diverse background, including active duty military service with the United States Army 10<sup>th</sup> Mountain Division as a non-commissioned officer and instructor in the United States Army Judge Advocate General (JAG) Corp. He was an Eagle Scout and is interested in completing law school. He is a 1987 graduate of the University of Utah with a Bachelor of Science degree in Mass Communications.

Mike has a variety of administrative and business skills. He has experience as the Vice President of the Residence Hall Association at the University of Utah, and has expressed his desire to demonstrate his commitment to DOCJT's organizational mission, vision and values. We welcome Mike and his family to ours at DOCJT.

## Bailey joins DOCJT

*DOCJT Staff Report*



Maxwell "Clay" Bailey was recently named Special Projects Coordinator for the Department of Criminal Justice Training. Bailey's responsibilities include the development of programs, training and coordination. He will also be in charge of and obtaining available grant awards to provide the Kentucky law enforcement community with solid groundwork to build homeland defense programs and law enforcement responder strategies.

Bailey retired from the U.S. Air Force as a Lt. General in March 2002, after 32 years of distinguished service. His last position was Commander, Air Force Special Operations Command, Hurlburt Field, Florida, where he directed one of the Air Force's ten major commands. He provided special operations forces for worldwide deployment, including the successful Operation Enduring Freedom in Afghanistan. The command consisted of approximately 12,500 active duty, Reserve, Air National Guard and civilian professionals.

As Special Projects Coordinator, Bailey will serve on task forces and pertinent committees and will serve as a guest instructor for Basic Training and Professional Development branches. He will also be responsible for recommending direction on federal surplus property. In addition, he will review, evaluate and propose improvements in integrated functions as they affect the department's existing programs.



# DOCJT News

## Comings and Goings

F.Y.I.

### *New Employees*

**Jarred Ball** began work at DOCJT in May in a summer hire position and decided to stay. On September 1 he was appointed to a part-time position as an Administrative Specialist I in the Supply Branch. Jarred is attending Eastern Kentucky University pursuing a degree in Geography.

**Tina Horn** received her Associates degree from Prestonsburg Community College this May. She is working part-time as a Clerk II in the Personnel Section while she pursues her Bachelor's degree in Criminal Justice at Eastern Kentucky University.

**Tonya Stallard** has returned to DOCJT from the University of Dayton Psychology graduate program, and is now a Personnel Administrator Associate in the Personnel Section.

**Stacy McClanahan** is working part-time as a Clerk II with the Police Corps Program while attending Eastern Kentucky University.

**Carrie Folsom** is a new Law Enforcement Training Instructor I in the Basic and Advanced Skills Section. Carrie transferred to DOCJT from Alcohol Beverage Control in Frankfort.

**Jim Simpson** is the Section Supervisor for the new Incident Command Tactical Response Section. Jim is retired from the Lexington-Fayette Urban County Division of Police.

**Teddy Florence** is a new Law Enforcement Training Instructor I in the Patrol/Traffic Section. He is the retired Chief from the Paris Police Department.

**Rick Schad** joined the General Studies Section as a Law Enforcement Training Instructor I on June 16. Rick is retired from the Lexington-Fayette Urban County Division of Police.

**Denna Brockman** is one of two new Document Processing Specialist III's in the Records Section. Prior to coming to DOCJT, Denna worked for her family's business, Brockman Inc., Contract Plumbing.

**Patrick Brown** is the second new Document Processing Specialist III in the Records Section. Patrick graduated in May from Eastern Kentucky University with a Bachelor's in Computer Information Systems.

**Gary Shaffer** is a new Law Enforcement Training Instructor I in the Investigations Section. Gary is a recent retiree from the Richmond Police Department.

**David Pence** is a Law Enforcement Training Instructor I in the Evaluation Section. Before coming to DOCJT, David was a Senior Patrolman with the Richmond Police Department where he served as Community Services Officer and Public Information Officer.

**Larry Sennett** came to the agency from the Lexington-Fayette Urban County Division of Police where he was a detective in the Crime Scene Processing Unit. Larry is now a Law Enforcement Training Instructor I in the General Studies Section.

**Gerald Ross** had just begun his duties as a Staff Attorney III at DOCJT when he was selected to become the Staff Attorney Supervisor of the Legal Training Section. Jerry is retired from the Lexington-Fayette Urban County Division of Police.

**Fernando Alfaro** is a new Law Enforcement Training Instructor I in the General Studies Section. Fernando is retired from the Frankfort Police Department.

**Michael Doane** joined the Patrol/Traffic Section as a Law Enforcement Training Instructor I on August 1. Mike is retired from the Lexington-Fayette Urban County Division of Police.

**Walter Elder** is the newest addition to the Louisville Section. He is a Law Enforcement Training Instructor I. Walt retired from the Jefferson County Police Department where his last assignment was with the Violent Crimes Unit.

**Eddie Farrey** came to the agency from the Tennessee Law Enforcement Training Academy. He is now a Law Enforcement Training Instructor I in the Investigations Section.

**Jamie Neal** is the new Public Information Officer I in the Commissioner's Office. Jamie previously worked as a general assignment reporter for The Gleaner in Henderson.

**Larry Wesley** joined the staff of the Compliance Section as Investigator III on



## Comings and Goings

August 1. He is the retired Chief of the Somerset Police Department.

**Joseph Jumper** is a new Law Enforcement Training Instructor I in the Physical Training Section. Previously, Joe was a police officer for the Frankfort Police Department.

**Leslie Deaton** recently joined the Personnel Section as a Personnel Administrator Associate. Leslie received her masters in Industrial and Organizational Psychology from Eastern Kentucky University in May.

**Becky Tudor** is the newest addition to the Personnel Section. She began working part-time as a clerk II on September 1. Becky is a student at the National Business College in Richmond.

**Mike Shaner** is the new Administrative Assistant in the Facilities Section. Mike and his family will be residing in the new Thompson Residence Hall.

**Maxwell "Clay" Bailey** is Special Projects Coordinator for DOCJT. Clay retired as a Lieutenant General from the United States Air Force, after 32 years of service.

**Rita Medlock** is the new Accountant I in the Accounting Section. Rita's previous experience includes working at People's Bank and Trust of Madison County and as an office manager.

**Kelly Young** joined the KLEC Support Section on September 16. Kelly is working part-time as an Administrative Specialist I.

### *Transfers*

**Larry Ball, Melissa Beck, Rickey Bastin, Joe Boldt, Thor Morrison, Pam Shaw, Dennis Mills and Shannyn Johnsen** from the Justice Cabinet, Office of the Secretary, to the Department of Criminal Justice Training.

### *Promotions*

**Susan Higgins** to Records System Administrator on August 1.

**Thomas Stratton** to Administrative Section Supervisor, on September 1.

**David Stone** to Law Enforcement Training Instructor II on August 1.

**Mary Sheffield** to Administrative Specialist III on October 1.

### *Goings*

**Dennis Mills** retired on July 31, 2002.

**Sherina Hartman** resigned her position as Personnel Administrator Associate to attend graduate school at Eastern Kentucky University.

**Gavin Perkins** resigned his position as clerk II to return home to Louisville.

**Katie Dusing** left her position as clerk II to attend Northern Kentucky University.

**Vali Maggard** left after receiving her bachelor's degree from Eastern Kentucky University in May, Vali resigned to attend Northern Kentucky University's Salmon P. Chase College of Law.

**Tammie Lee** has resigned to accept a position with the Boyle/Mercer County Probation and Parole Office.

Careers with the Department of Criminal Justice Training

# DOCJT

Basic, In-Service and Telecommunications  
Training Positions

Administrative Specialist Positions

For further information,

contact the Kentucky Personnel Cabinet:

Telephone: (502) 543-2514

Internet: [www.state.ky.us/agencies/personnel](http://www.state.ky.us/agencies/personnel)

# Statewide LEN News

*Jamie Neal, Public Information Officer*

When many of Kentucky's peace officers and leaders began their careers in law enforcement years ago, the job requirements were minimal and training amounted to "Here's your gun, here's your badge. Now you're an officer," said Chuck Melville, a 25-year veteran who is now police chief at the Cincinnati/Northern Kentucky International Airport.

A variety of changes in the past few decades, especially the added emphases on education and training, have eased law enforcement nearer to professionalism, Melville and many other Kentucky law enforcement leaders say. Some others in the field declare that it is already a profession.

Dean Gary Cordner of Eastern Kentucky University's College of Justice and Safety disagrees, but says that professionalization can eventually be accomplished. "Overall my sense is that there has been a move toward a more professional standing, but I think there's still a long way to go," Cordner said. "I think it's been a slow process, a slow development, and not anywhere near as rapid as anyone would like."

## Moving Toward Professionalism

An important component of law enforcement being classified as a profession, as with any other, would be the public recognizing it as such. In Versailles, the police department has a citizen's police academy to educate the public about their local law enforcement.

"What we're trying to do with training and education and working with the community so that people understand what police do, how they do it and why we do it so they see that it's not what's portrayed on TV," Chief Allen Love said. "They can begin to look at us in a different light and as more of a profession than just a job."

The definition for jobs that society sees as professions, such as those of attorneys and doctors, includes a codification of knowledge, a membership association and periodical literature on management and leadership issues. There also would be national standards for various practices and policies, enforcement through accreditation, testing and having certification. The definition of a profession also includes continual education requirements, national academies or graduate school programs in the selected field as a prerequisite for appointment to executive positions, and portable pension plans, according to Commissioner John Bizzack of the Department of Criminal Justice Training in Richmond.

So, where is law enforcement in meeting those criteria?

There is some codification of knowledge in policing, but since there are no national standards, those codes are confined to individual states that do have them. While leaders in law enforcement agencies can voluntarily meet national standards and receive accreditation, it's not a requirement. Continual training is called for, but there isn't a mandate

for ongoing education. There also isn't a requirement for future chiefs, sheriffs and those in other executive positions to attend a national academy or graduate school program prior to assuming their new responsibilities.

Law enforcement also has several membership associations, although they don't govern their members as bar associations do for lawyers. The law enforcement field does have magazines on management and leadership issues, such as the International Association of Chiefs of Police magazine, Law Enforcement News and the FBI Law Enforcement Bulletin.

"There are some elements there of professionalism," Pikeville Police Chief James Justice said. "Do we have a way to go yet? We probably need to take a couple of more steps, but I can see it in the future. It's attainable."

Much of the credit for the strides that have been made toward professionalizing law enforcement in the past 30 years belongs to today's chiefs and sheriffs, who are better trained and more educated and cosmopolitan than their predecessors, Justice Cabinet and DOJT officials believe.

"I don't know if chiefs today or sheriffs today are any better than those 30 years ago, but I think we have the advantage of the information age and have learned from past mistakes," Elizabethtown Chief Ruben Gardner said.

One of the first steps toward having a law enforcement profession in Kentucky came in 1968 and 1969, when the agency that is now the Department of Criminal Justice Training offered the first standardized training in the state for officers. The inaugural course, in 1968, was a management level class. The first basic training was offered in 1969 and was a voluntary, three-week course.

"Thirty-five years later there are required standards in POPS," Bizzack said of the Peace Officer Professional Standards. "Hopefully it won't take another 35 years for another major advancement."

Another move in the direction of professionalism for Kentucky's officers and others in the nation also came about in 1968. That year, during President Lyndon Johnson's administration, Congress passed the Omnibus Crime Control and Safe Streets Act. The legislation included the creation of the Law Enforcement Education Program (LEEP), which provided money to officers who signed up for college courses and students majoring in criminal justice to use for tuition, books and more in some cases.

A multitude of today's law enforcement leaders were able to seek higher education in their field thanks to LEEP, while many of those who didn't get their education through the LEEP program were influenced by chiefs and sheriffs who did.

Daviess County Sheriff Keith Cain is one of the leaders who took advantage of the LEEP assistance to get his education. "In 1974 I started with the sheriff's department, was given a gun and a badge and asked to go do a job," Cain said. "That was a very scary thing for me. I had dropped out of high school and gotten my GED later



through the Marines. I received my (higher) education after I was in law enforcement, not just because I had a desire to but because of an absolute need for education."

Cain said he attended night school to earn his bachelor's degree and later his master's degree in criminal justice. "I can tell you that that education has served me well," he said. "Had it not been for those funds I would not have had the opportunity to get that education."

LEEP was established during a decade in which the U.S. Supreme Court handed down several decisions that had a significant impact on law enforcement, changing the way some were doing police business, Kenton County Chief Bill Dorsey said.

In *Mapp v. Ohio* (1961), the court ruled that evidence obtained by searches and seizures in violation of the Fourth Amendment was inadmissible in courts, while a 1966 decision in the *Miranda v. Arizona* case required law enforcement officers to issue warnings to suspects, including their *Miranda* rights.

"I think those had the biggest impact on professionalizing police of anything," Dorsey said. "Universities then started taking law enforcement seriously."

Several of Kentucky's police chiefs and sheriffs said court decisions other than those landmark cases have forced law enforcement to become more professional. "Some areas of professionalism are being demanded of us by the courts and the people we serve," Springfield Chief Larry Tousignant said.

An increase in training and education for law enforcement officers in the past few decades has also pushed the job toward professionalism.

"Police training is better than ever and more extensive," Cordner, of ECU's College of Justice and Safety, said. "There's also more concern for ethics and integrity than there ever was."

"Training has become more intense, more hands-on and task-oriented," said Love, who also noted that recruits are learning public speaking and people skills now, not just physical tactics.

As part of Governor Paul Patton's 1998 crime bill, the Kentucky General Assembly passed a measure that now requires all law enforcement recruits to attend 16 weeks of basic training at DOCJT. Prior to that, the academy was 10 weeks and was not mandatory.

"I can see where professionalism is definitely going to be in the future," Pikeville's Chief Justice said. "Individuals coming into law enforcement are better educated and knowledgeable and have the skills to bring law enforcement to professionalism. The College of Justice and Safety has trained people to come into police work and given them the opportunity to get professionalism. I can see where the formal training academy has influenced local law enforcement to a level I would not have guessed in the past 30 years."

Some Kentucky judges are noticing increased professionalism from peace officers in the courtroom. "I can remember when you asked somebody for a report and they just kind of looked at you," said Circuit Judge George Moore of the 21st circuit, which includes Montgomery, Bath, Rowan and Menifee counties. "Now they come into the court and can testify articulately as to their investigations."

"Juries demand to see more and more and more and the police are getting better and better and better," Moore said. But — and many officers would likely agree — if officers are to continue becoming more professional, their pay should increase as well, Moore said.

"There's no question that police officers have become more professional," Kentucky Supreme Court Justice James Keller said. Keller noted that increased training and education among those in law enforcement has made the difference, and that their investigations are more thorough and presentations in the courtroom better.

"Across the board they have been more qualified in the last 10, 20, 30 years," he said. In many instances, it used to be that people looking for just some type of job would apply to be peace officers, while now it's a career choice, Keller said.

Circuit Judge Paul E. Braden of the 34th circuit, which includes Whitley and McCreary counties, said an officer testified in his court during a recent, serious criminal case.

"He testified in a manner that made me know that he had received training," Braden said. "I can say unequivocally that I have seen an improvement from the time I was a prosecutor (in the 1980s) to the time I was a judge."

But Braden said there is still a way to go in professionalizing law enforcement. "I think they need to continue their education," he said. "I see that for the first few months after their school they do really well, then they start to slip."

Most law enforcement agencies in Kentucky will still allow applicants who have their high school diploma or the equivalent, but no higher education, Springfield's Chief Tousignant said.

But more applicants for jobs in law enforcement are obtaining their college degrees, Fayette County Sheriff Kathy Witt said. The start of professionalism in law enforcement came around 1965 and focused on education and training, ECU's Cordner said.

"There were two ideas: Create a college program for police at ECU, which Bob Posey started, and create state certified training for police, now the DOCJT that Bob Stone, a retired FBI agent, developed," Cordner said. "Their idea was a simple one — Police could benefit from higher education and police could benefit from training."

However, Cordner said he thinks the least progress in bringing law enforcement nearer to professionalism in the last 25 years has been in higher education.

"I don't think there are as many police officers going to college as there were 20 to 25 years ago," he said. "I don't think the number of police officers is going up (in education) like it was in the 60s and 70s."

One reason for that, Cordner said, could be that in the 60s and 70s the number of law enforcement officers attending college was at an increase because there "might have been an unrealistic expectation that higher education might solve the problems of that time, that it would be a panacea solution."

Col. Rodney Brewer, of the Kentucky State Police, said education must go hand in hand with professionalism. "Historically you must have a high level of education" for a field to be a profession, he said. Jeff Butler, director of public safety for Northern Kentucky University, said he believes "police officers and leaders have recognized the need for continuing education."

Justice, of Pikeville, said law enforcement leadership should set the tone in education for officers. "If you have one with an advanced degree and training and he sets the lead, other people are going to try to follow him," Justice said. "They're going to see that it's important. If they see that's the way to the top, then people are going to respond."

*Continued on the next page*

County Police Department requires 64 hours of college credit and in the next two to four years will likely call for a bachelor's degree, he said.

Of the handful of law enforcement agencies that require more than a high school diploma, most call either for college hours, a two-year degree or experience in the field or military or some combination.

Kentucky State Police, for instance, require applicants have a minimum of 60 college hours of credit, an associates degree from an accredited college or university, or be a high school graduate with at least two years of active military duty or two years experience as a full-time, sworn law enforcement officer.

Among those that require either some college education or a particular amount of experience are agencies in Pikeville, Florence, Owensboro, Daviess County as well as EKU's Public Safety, according to a 2001 Comprehensive Survey that the DOJT conducted among the state's law enforcement agencies. The survey had a return rate of about 50 percent.

The Cincinnati/Northern Kentucky International Airport only considers applicants with an associate degree or 64 hours credit.

"If police work is going to become more of a profession, you would expect that like teachers and doctors and lawyers, that there would be 100 percent college graduates in the field," Cordner said.

As for continuing education, there is more opportunity for chiefs and sheriffs to get it now, such as at Command Decisions, the Southern Police Institute, the FBI National Academy and other classes offered to executives, Kenton County's Chief Dorsey said.

Another evolution that has aided law enforcement in advancing toward professionalism in the last 30 to 40 years is technology. It has offered peace officers the means to communicate more easily, and therefore more often, as well as in record keeping and in solving crimes.

When Love became chief in Versailles in 1993, there were two computers in the building, one for the National Crime Information Center (NCIC) and a personal computer.

Now the department also has a network e-mail system, the Internet, mobile data terminals in the cruisers and more.

Officers can keep up with other departments through e-mail and the Internet, both of which are also useful for getting the message out about leadership opportunities and classes, and allows leaders to network, KSP's Brewer said.

"The world's becoming smaller," Chief Justice of Pikeville said. "Used to, if you were working in a small town you were isolated from the rest of the state. But now the world is becoming smaller, compacted by technology."

"It's all evolved from technology unheard of 40 years ago," Justice said. "Now it's benefiting law enforcement as well as the public-at-large."

In Kentucky, many law enforcement agencies weren't using even basic technology until this decade. In 1996, about 38 percent of the departments didn't have fax machines and 67 percent didn't have Internet access. Today, most have fax machines and only about 7 percent are without Internet access. "I see most of the departments around the state that aren't where they want to be with technology are at least looking forward," Marshall County Sheriff Terry Anderson said.

In the 1960s, years before technology was an issue in policing, researchers began studying police. The results of that examination have lent a tremendous hand to professionalizing peace

officers, EKU's Cordner said.

"We wouldn't, for example, have made all the strides toward community policing in the 80s and 90s if it weren't for studies in the 70s that showed that reactive, incident-driven policing wasn't very effective and that when police just got out of their cars and worked with the public, they were more effective," he said. "Today, the most effective approaches to policing incorporate problem-solving and situational crime prevention. Neither of these effective approaches to policing would be available if it hadn't been for research conducted in the 70s and 80s."

Chief Dorsey of Kenton County said those times of civil unrest and questions about how peace officers were doing their jobs in the 60s and 70s forced departments to audit themselves as well.

"What are we doing or not doing that's working?" Dorsey said of the audits. "If research didn't provide us anything else, it provided us a chance to get back to our roots, which is providing service to the client."

A major theory about law enforcement emerged in 1982, when Harvard academics James Q. Wilson and George L. Kelling published "Broken Windows," the classic explanation and theory of crime.

The theory states that fighting serious crime is not the primary business of the police and that the best way to prevent major crimes and urban decay is to target minor crimes like panhandling and graffiti scribbling.

A way to have an eye to those kinds of offenses is community policing — an idea Kentucky chiefs and sheriffs have increasingly been latching on to.

The state's law enforcement leaders are having their officers become part of their communities, not just reacting to 911 calls.

Officers do more now than just grin and wave to the public while passing by in their cruisers; they get out of their cars and learn about their communities. This allows the public to see chiefs and sheriffs more as statesmen than just crime-fighters, and it moves peace officers nearer to professionalism, DOJT's Bizzack said.

"Broken Windows" wasn't a new idea; it was a revival of an old one. Sir Robert Peel, in establishing the first police department in London, England, used the principle that "police exist for the cause of preventing crime and disorder in the interest of community welfare and existence."

"It's nothing new, police walking the beat," Kenton County's Dorsey said. "Then we went to cars. Then we got air conditioners. Then we rolled the windows up. We got further from the public. If you're in a profession, if you're a doctor or a lawyer, the last thing you want to do is separate yourself from the client. In law enforcement our client is the public."

Professional associations, such as the Fraternal Order of Police, Kentucky Association of Chiefs of Police, Kentucky Sheriffs' Association and the Kentucky Peace Officer's Association also have evolved in professionalism.

"Those associations have always been active in statewide police issues, but they've not always been coordinated in the sense that they are all centralizing efforts for some common good, for all of the organizations," Bizzack said. "All of them have their own individual areas that they're concerned with, and rightfully so, but until probably somewhere in the late 80s, early 90s, the associations didn't have the

presence with the legislature and with a lot of communities to really give more clout to representing what they were trying to accomplish on behalf of the police communities they represented.

"That evolved with better leadership, and that leadership coincided with the type of folks who were coming into policing or who were coming into management in policing, which were the chiefs and sheriffs and middle-level management, line supervisors and patrol officers who were really products of LEAA (the Law Enforcement Assistance Administration) and the efforts to educate and better train police officers that started in the 60s and rolled through the 70s and on into the 80s."

Representatives from the associations were among those on a 68-member committee that developed what would become the POPS standards that the Kentucky General Assembly passed in 1998 as part of Governor Patton's crime bill.

"The strength really came when we were able to get all the associations represented — representatives from every size department in Kentucky, the college of law enforcement at Eastern, the Southern Police Institute, the Justice Cabinet, state law enforcement, including the ABC, Charitable Gaming, and wildlife — involved in sitting down for 10 months to hammer out ideas, issues and concerns about what would be important for establishing statewide, uniform standards for peace officers in the hiring and selection process," Bizzack said.

"There have been efforts before to create some standards, but they have never been established, nor have they ever been representative of input of everybody involved into what is currently the POPS legislation," he said. "The real tribute of the POPS legislation is that it is a compilation of input and ideas from all of law enforcement across the state of Kentucky. One group didn't sit down and figure out what was necessary, put it into effect and impose it on everybody else. There were some issues within the group that not everybody could agree with, but the majority did agree and usher through that legislation with the support of the General Assembly and, of course, the governor. So it really represented a hallmark in the sense that POPS will always stand as a testament to what can occur when Kentucky law enforcement is galvanized, coordinated and works earnestly to develop a program that is best for all of Kentucky and not just segments of Kentucky."

Prior to the committee formed to develop standards, the professional associations as well as police departments and sheriff's offices had evolved in their leadership.

"That was corresponding at a time when a governor was very interested in law enforcement training issues and law enforcement standards and a legislature actively embraced the concept of advancing local police services and abilities, and during a time when their was fiscal prosperity for the state," Bizzack said. "This lineup of evolution of professionalism, strengthened associations, consensus building abilities with a lineup of a governor who wanted to see the state move in that direction, a cabinet that was taking it in that direction, was the proper time for all of this to occur. If one of those mechanisms had been out of place, it still possibly could have been done, but it wouldn't have been as accelerated, as widely supported and embraced and we wouldn't have as much accomplished."

Many leaders in the field attribute POPS for lessening the gap

between Kentucky law enforcement being a job and being a profession.

The POPS legislation established 17 pre-employment standards that all applicants for peace officer positions must meet. The standards, which include a physical fitness component, act as a screening process to ensure that the most qualified officers are hired.

"I think it's one of the best things that ever happened to the citizenry and Kentucky law enforcement at the same time," Brewer of the KSP said. "Name one profession that doesn't have some minimum standard."

"POPS sets a bar," Justice of Pikeville said. "These are things we need to judge people before we hire them." Witt, of Fayette County, said the days are gone that just anyone can be hired to be a peace officer. "It's been nothing but good for law enforcement," she said. "We're down here at the birth of a whole new concept for law enforcement," Witt said of POPS. "It's sort of like we're in the midst of growing pains, but it's a good thing."

Springfield's Chief Tousignant, who is also a member of the Kentucky Law Enforcement Council, said a movement toward professionalism has, in part, been self-induced by law enforcement leaders, but that much of it has happened against the wishes of some in the field.

"I would like to think the leaders played a role in professionalism happening, but that may not be the case," he said.

In the same year that the POPS measure was passed, the Kentucky Law Enforcement Foundation Program Fund (KLEFPF), was restructured and sheriff's departments and university police were made eligible to receive funding through the program.

KLEFPF began in 1972 and provides peace officers \$3,100 annually for complying with training and educational requirements. Prior to the change in 1998, sheriff's offices and university police were excluded from getting the KLEFPF money. Restructuring the program ensured that sheriff's offices received the same pay as police officers for getting the same training.

Restructuring the KLEFPF to include sheriff's offices and university police is among the variety of changes in the last few decades that are helping to professionalize peace officers.

Brewer, of KSP, said those in law enforcement can do more to be professionals. "I think we need to continue to raise the bar for all individuals in law enforcement and I don't think we need to apologize for that," he said.

Marshall County's Anderson said he's optimistic. "I just see great things in the next 10 years," he said. The foundation for building professionalism in law enforcement was poured in the 1960s and 70s with education and training programs being established for those in law enforcement and LEEP giving officers money to pay for higher education.

Major construction on building toward professionalism has been ongoing since then. The 1980s and 90s saw greater emphases on training and education for peace officers, technological advances aiding departments, more focus from professional associations and increasingly cosmopolitan chiefs and sheriffs.

The structure still isn't completed, but if history provides any hint, progress should continue during the next few decades on making law enforcement a profession in Kentucky.



## Ishmon Burks Justice Cabinet Secretary

Jacinta Feldman Manning, Public Information Officer



*When Justice Cabinet Secretary Robert Stephens died in April, Governor Paul Patton was faced with finding his replacement. He created a list of people he was considering for the job. One of the names on that list was Ishmon Burks. Cabinet Secretary Crit Luallen contacted the retired Army Colonel, who was then Commissioner of the Kentucky State Police, about the job.*

"I said if the Governor wanted me to do it, I would be honored to be a secretary for him," he said. Governor Patton appointed Burks Secretary of the Justice Cabinet on April 25.

As Secretary of one of the largest agencies in state government, he oversees the day-to-day operations of the departments and divisions within the cabinet, which include departments of corrections, state police, juvenile justice and criminal justice training, as well as the parole board, medical examiner's office, criminal justice council and justice administrative services.

"My job is to make sure our citizens are safe," he said.

Burks has had a long and successful career both in and out of government. The Kentucky native was born March 17, 1945, in Louisville. He got his first taste of the military while he was at Lincoln University in Jefferson City, Missouri. Burks was a college athlete playing football when his father suggested he investigate the school's ROTC program. "The next thing I know I was the ROTC captain and captain of the football team," he said.

In 1967, he graduated as the Distinguished Military Graduate and was commissioned as a 2nd lieutenant in the Army. He continued his military career to retire as a colonel in 1993. He had several prestigious assignments during his military career, including a stint as the Executive Officer for Public Affairs at the Pentagon in 1983 and 84.

While he was in the Army, Burks continued his education, earning two master's degrees: one in education from Indiana University in 1975 and another in criminology from City University, New York, in 1979. He also attended the U.S. War College and graduated in 1992 from the Kenan-Flager Business School Executive Program.

Burks has been recognized as a Distinguished Alumni at Historically Black Universities, 2000 and as Louisville's Distinguished Citizen, 1984. He has also been inducted into the Lincoln University Military Hall of Fame and the Shawnee High School Hall of Fame. One of the highest honors he has received is the United States Army "Ranger" tab and the Legion of Merit.

Following his military career, Burks joined the civilian sector as the Vice President of Internal Auditing and Corporate Security for the McCrory and TG&Y Stores in 1994. He then returned to Kentucky to accept the position of Executive Vice President and Chief Operating Officer for Spalding University in Louisville in 1995.

"That was ok," he said of his time away from government. "I made a lot of money, but I wasn't as happy as I was in government."

One day while reading the paper, Burks saw a story that said Governor Patton was looking for a new Commissioner for the state police. Burks wrote the governor, whom he had only met in passing, a letter saying he thought he would be a good candidate for the job.

There was a national search that yielded more than 60 applicants for the job. The field was narrowed down to 11, and then down to three and then down to one: Burks.

On September 1, 2000, Governor Patton appointed Burks as the 21st Commissioner of the Kentucky State Police. He was the first African-American Commissioner of the state's premiere law enforcement agency.

Burks said he loved his time at the state police, calling it one of the "greatest agencies in our state." He said he thought the fact that he had not climbed the ranks in that agency made his job as Commissioner easier. "I had no history, no agenda, no ties to the people," he said. "I think I was freer."

Less than two years after starting with the Kentucky State Police, Burks was chosen to replace Robert Stephens as Secretary of the Justice Cabinet.

Sitting in his new office in the Bush Building on Wapping Street, Burks reflected over his first few months in his new position. "It's really gone well," he said. "The reason it's gone well is because of the supreme leadership we have at the Justice Cabinet."

Burks attributed the smooth transition from his role as a cabinet commissioner to secretary to the staff. "All are just professional and have a real idea of where they want their department to go," he said. "It's been a real treat to work with men and women like that."

He said one of the biggest goals he wants to accomplish during the remaining months of Governor Patton's administration is to make sure the cabinet doesn't lose its focus of keeping the Commonwealth safe. Reducing the number of fatal crashes on Kentucky's roads, reducing the supply and demand of drugs and continuing the effort for a premier seatbelt law in the state are some of the other major issues he sees facing the Justice Cabinet now.

Burks said he is ready for the challenge of carrying the mission of the Justice Cabinet and keeping Kentucky's citizens safe. "I served my country, hopefully honorably, for 27 years, and I'm just as honored to be selected to serve my home state," he said.



Barbara Jones



John Lile



Pat Simpson



Ronald Bishop

## Justice Cabinet appoints new leadership

### *Justice Cabinet Staff Report*

Governor Paul Patton and Justice Cabinet Secretary Ishmon Burks have appointed four employees, each with nearly 30 years of experience in their fields, to new leadership positions in the cabinet.

Barbara Jones and John Lile have been appointed as deputy secretaries.

Jones has served as the general counsel for the Justice Cabinet since May 1996 and will continue those duties as well. Lile recently retired as deputy commissioner of Governmental Affairs with the Kentucky State Police.

"Both Barbara Jones and John Lile are well respected statewide within the criminal justice system, legal system and by lawmakers. Their almost 60 years of combined experience is not only a tremendous asset to the cabinet but, also a valuable resource for me," Secretary Burks said.

Lile began his state police career in March 1975 as a trooper assigned to the Pikeville Post. Lile received many promotions throughout his tenure and served as State Police Academy instructor, commander of the Public Affairs Branch and acting press secretary of the Justice Cabinet. He has been commander of the Dry Ridge and Frankfort posts, commander of the Professional Standards Branch, Information Services Branch and West Operations Branch. Lile also served as the director of the Services, Administrative and Operations Divisions.

Lile received a bachelor's degree in Law Enforcement from Eastern Kentucky University in 1974. In 1985, he received a master degree in Public Administration from Kentucky State University.

Lile received training through the Secret Service's Dignitary Protection School and was a graduate of the National Crime Prevention course. He is also a 2001 graduate of Leadership Kentucky. He has served on the management evaluation team for the Bureau of Criminal Justice Training and organized the first formal training for newly elected sheriffs in 1982.

Jones began her state government career as an Assistant Attorney General in 1978, working in the Special Prosecutions Unit and the Consumer Protection Division. She served as Deputy General Counsel for the Justice Cabinet from 1980-1981, when she became General Counsel for Corrections, where she remained until 1996. While General Counsel to the Department of Corrections, she successfully argued a case before the United States Supreme Court in 1989.

Jones attended Catherine Spalding College in Louisville for two years and received a bachelor's degree from the University of Kentucky. She is a 1978 graduate of the University of Kentucky College of Law.

She was a member of the First Advisory Commission for the 1990 Civil Reform Act for the Eastern District of Kentucky. Jones was named a lifetime member of the Sixth Circuit Judicial Conference in 1999. Jones is a 2001 graduate of Leadership Kentucky and has recently been appointed to the board of directors for the New Opportunity School for Women, Inc. in Berea.

"As the largest cabinet in state government, along with our charge

to ensure public safety, it is imperative to have the unwavering professionalism, integrity and knowledge that Barbara and John both possess," Burks said.

Governor Patton has also appointed two new Commissioners for the Justice Cabinet.

Pat Simpson, a veteran with almost 30 years of experience in law enforcement, was appointed Commissioner of the Kentucky State Police in early June. Simpson, 50, will replace Justice Cabinet Secretary Burks, who was acting KSP Commissioner while serving in his newly appointed position as Cabinet Secretary, which he took April 25.

Simpson started with the state police as a Trooper at the Hazard Post in January, 1973. He worked there for more than 10 years before being transferred to the Governor's Executive Security Detail in 1984. He remained in that position until 1998 when he was appointed Deputy KSP Commissioner before retiring in November 2000. For the last two years, Simpson has worked as a Special Executive Assistant to Governor Patton. Simpson, a Hindman native, attended Pikeville College and Eastern Kentucky University.

Ronald L. Bishop was appointed Commissioner of the Department of Juvenile Justice.

Bishop, a native of Lewisburg, Tennessee, is a 31-year veteran in criminal justice. Prior to his appointment as Commissioner, he served as Deputy Commissioner of Support Services for the Kentucky Department of Juvenile Justice from May 1999 to September 2002. He served as the Chief of Corrections for Jefferson County in Louisville from 1995 through 1998. He also served as Director of Corrections for Shelby County Government in Memphis, Tennessee, from March 1990 to August 1994. From January 1986 to February 1990, Bishop served on the Tennessee Board of Parole and was also its chairman, having been appointed by the Governor of Tennessee. Prior to his service on the parole board, he served as Deputy Commissioner for the Tennessee Department of Corrections. As Deputy Commissioner, Bishop served as the chief operating officer for a department with a \$180 million budget, 5,000 employees, 54 work-sites, 7,000 inmates and 14,000 probationers.

Bishop's tenure with corrections encompasses experiences in institutional treatment and security. In the department's central office, he served as Director of Rehabilitative Services, Director of Institutional Programs and as an assistant to the Commissioner.

Bishop has served as a consultant to the National Institute of Corrections in Boulder, Colorado. He served on the Crime and Criminal Justice Steering Committee for the National Association of Counties. He has also served as a board member for the Center for Effective Public Policy in Philadelphia and Washington, D.C.

Bishop is a graduate of Fisk University in Nashville and completed graduate work at Tennessee State University, where he also taught for a year before accepting his first position with the Department of Corrections.

# Statewide LEN News

## In the Spotlight

The following interviews were conducted by Allison Harrison

### Sheriff John Aubrey



John Aubrey spent 28 years of his law enforcement career with the Louisville Police Department, retiring in 1990 as acting chief. He became the Jefferson County Sheriff in 1999. His department consists of approximately 276 personnel, 228 sworn personnel and 48 civilian personnel. The Jefferson County Sheriff's Office also has a reserve unit that consists of 106 people.

Colonel Aubrey is a graduate of the FBI National Academy and serves as the Director in the Kentucky Sheriffs' Association. He was selected as the Sheriff of the Year in 2000.

### What is the Mission Statement of the Jefferson County Sheriff's Office?

The primary mission of the Jefferson County Sheriff's Office is to coordinate with other law enforcement agencies within Jefferson County and their efforts within the community to preserve the public peace, protect the rights of persons and property, prevent crime and generally provide assistance to citizens in urgent situations. The Jefferson County Sheriff's Office is responsible for the collection of county taxes, security of the courts, the service of legal process and orders of the court, enforcement of Federal Laws and Kentucky Revised Statutes within the boundaries of Jefferson County.

The Jefferson County Sheriff's Office must enforce the law in a fair and impartial manner, recognizing both the statutory and judicial limitations of Sheriff's authority and the constitutional rights of all persons. It is not the role of the office to legislate, render legal judgments or punish.

### As a sheriff in one of Kentucky's few metropolitan areas, what has been your biggest law enforcement issue?

It was very important to instill professionalism in the people that make up the Jefferson County Sheriff's Office. It is imperative to lay a great foundation, so we will not regress. The Southern Police Institute, the FBI National Academy and the DOCJT have all helped in this process. It is the philosophy of this office that we have career employees with developmental opportunities.

We have a theme in this department, *Strive for Excellence*, and it dictates everything we do. Our four main areas of concentration have been implementing the merit system, the accreditation process, community involvement and collective bargaining. We implemented the merit system for employees, which has greatly furthered our drive to be a more professional agency. The Jefferson County Sheriff's Office is very involved in the community. We are also very proud of the fact that we have collective bargaining with the deputies.

### How has accreditation helped in your 'Strive for Excellence'?

Accreditation made a lot of our goals happen. The accreditation process forces a department to assess their policies and procedures and make sure all needs are met. We were the first sheriff's office to be accredited by the KACP.

### What are your thoughts on training?

We put a lot of effort into our training. It's important to not only get training, but to also think about and plan for what types of training your agency will need and getting that training at the best possible place. In addition to the training that is offered at the DOCJT, we also send people to the Southern Police Institute 11-week executive training, and to the FBI's National Academy. We currently have graduated fourteen people from SPI's training and plan to send 2 more. We also have two graduates of the FBI National Academy on staff.

### How important is it to partner with other agencies for special projects?

I try to provide resources for all departments, both large and small. The Jefferson County Sheriff's Office partners with other agencies on a Narcotics Task Force. We have also worked with other departments when we hosted conferences and special meetings. In December we plan to host the Kentucky Sheriffs' Association Conference and in 2005 we will host the National Sheriffs' Association Conference. None of this would be possible without the help of other sheriffs. I often rely on sheriffs from smaller departments for guidance and direction.

### Are there any new programs or initiatives your department has taken on that you would like to share?

We have an outstanding reserve unit that has more than 100 members. This unit often works with the Jefferson County River Patrol, motorcycle unit and bicycle unit to help with large, community-wide events when we need more personnel. They often work the Kentucky Derby and recently worked a presidential visit.

Our department has the "Thumbbody" program, in which we fingerprint children and have their parents fill in personal data on a card. We also put a photo of the child on the card and this is used as an identification system. We had a booth at the State Fair this year and we made more than 10,000 cards. At the State Fair we also gave away more than 12,000 gun locks. This was done in conjunction with the National Lieutenant Governor's Association.

### What other programs help you stay directly involved with the public?

We have a program called SNAP (Students Needing Administrative Professionalism) in which we bring high school students into our office as co-op students. They get great exposure and it teaches them some very important life lessons. They learn how to work in an office and they learn about the world of work. We also hope to expand this program to college-age students.

The Jefferson County Sheriff's Office also supports the Boys and Girls Ranch and regularly sends Jefferson County youth to this camp.

### What advice would you give to someone desiring to be a law enforcement executive?

It is important to raise your level of professionalism. Attend conferences, meetings, do anything you need to do to meet people and learn what they are doing. It is important to learn about the profession of law enforcement. Always strive for excellence.



## Chief Randy Bratton



Randy Bratton was appointed Chief of the Paducah Police Department in March 2001, after nearly 17 years with the St. Petersburg, Florida Police Department. He served there as a DUI Officer/Instructor, Arson Detective, Major Crimes Detective, Community Policing/Patrol Sergeant, Traffic Lieutenant and Criminal Investigations Major.

The Paducah Police Department has 80 officers and a civilian support staff of 14. The department serves a city population of 26,000. The county has 65,000 residents, with another 250,000 people residing within 50 miles. Paducah serves as the entertainment, commercial and medical center for the majority of those citizens, which resulted in the department responding to approximately 50,000 calls for service in 2001.

Chief Bratton was selected in July 2002 to serve on the Kentucky Law Enforcement Council through July 2004 and is a member of the curriculum sub-committee. Bratton has an associate of arts degree in Political Science from the University of Tampa, Florida and bachelor's degree in criminology from Saint Leo College in Saint Leo, Florida.

Chief Bratton is a native of Paducah. He and his wife, Jenny, have two young sons. He enjoys playing tennis and racquetball when he can find the time.

### What do you see as your major accomplishments as Chief of Police in Paducah?

The ability to successfully build a strong community partnership is critical to the success you have as a chief. In an attempt to accomplish that goal, I have implemented a geographically based Community Oriented Policing program throughout the city of Paducah. Officers on all shifts are assigned to designated patrol zones on a six-month basis, compared to only one month previously. This greatly assists the officers with identifying problems in their areas. This also allows officers to work on problem solving, rather than just responding to calls for service in a "traditional" law enforcement manner. A supervisor coordinates the problem-solving issues with the officers assigned to those zones.

The department conducted a successful Citizens Police Academy earlier this year and has just begun a second one. In the academy, citizens from throughout the community learn our policies and procedures and get to know our personnel. As a result, communication and trust between the department and the community is enhanced. A Citizens Police Academy Alumni Association also has been formed.

We have opened a community resource center at our area's largest shopping mall. An officer staffs it on a full-time basis. He is assigned to patrol the mall, as well as surrounding businesses. We also have initiated a bicycle patrol in one of our neighborhoods and hope to expand the concept in the future.

The department received a \$748,000 technology grant from the U.S. Department of Justice, which will be used to install a mobile

data terminal in every patrol car. This process began more than 18 months ago and is nearing implementation.

The department also applied for accreditation with the Kentucky Association of Chiefs of Police, and hopes to receive certification in 2003.

### What aspect of your life helped to shape your career as a law enforcement executive?

In 1983, I was attending the University of Tampa and participated in a criminology internship program with the Tampa Police Department. This is when I realized I had a strong interest in law enforcement and in 1984, joined the St. Petersburg Police Department. Various supervisors contributed to my interest and development as a potential law enforcement executive. When the opportunity to return to my native Paducah arose, I eagerly applied for the position. Obtaining my bachelor's degree in criminology and working several different specialized assignments throughout my career in Florida also helped prepare me for my current position.

### Would you like to offer your perspective on Peace Officer standards and how it has affected your agency?

I believe the creation of POPS has been a tremendous advancement for law enforcement throughout the Commonwealth. I believe it has assisted departments with hiring the best-qualified applicants possible. As most law enforcement officials across the state are aware, a review of the POPS physical fitness standards currently is underway. I am looking forward to discussing the study as a member of the Kentucky Law Enforcement Council at our November meeting.

### Are there any current issues/events you would like to comment on?

I would like to commend Fran Root for overseeing the development and implementation of the Police Corps program. We have had one recruit graduate, and he is doing very well. We currently have another recruit due to graduate in December. The extra training and work ethic they received from the program helps better prepare the recruits for a career in law enforcement.

### What advice would you give to current chiefs and sheriffs?

Although it is very difficult to accomplish as a law enforcement executive, you must build a strong relationship with the community, the personnel within your organization and the government officials in your jurisdiction. A law enforcement executive must continually strive to lead the department in the manner that they believe is correct despite criticism and second-guessing from others. Otherwise, the executive will spend his or her time trying to please everyone, which is not realistic or effective leadership.

I would also suggest that law enforcement executives continually assess their department's needs and abilities, and not hesitate to implement changes in an effort to improve the department, despite resistance to those changes. When I was appointed Chief of Police at Paducah, I had all employees read the best-selling book, "Who Moved My Cheese," by Spencer Johnson, M.D. I highly recommend other executives have their employees read this enlightening book, which deals with change and how people react to change.

*Continued on the next page*

# Statewide LEN News

## In the Spotlight

### What advice would you give to those who aspire to be police executives in Kentucky?

My first suggestion would be to complete as much education as possible prior to becoming a police officer, preferably a bachelor's degree at minimum. While in college, participate in some form of criminal justice internship program. As your law enforcement career progresses, discuss with your supervisors your career development goals and objectives so they can assist you in those endeavors. Try to attend as many advanced law enforcement training courses as possible, even if you have to attend on your own time or pay the tuition for some of those courses. It is important to work as many different assignments throughout your department as possible, in order to learn as much you can about the three basic law enforcement divisions: patrol, criminal investigations and administration.

Finally, do not give up and stay positive if you get passed over for promotion the first time. I was promoted to sergeant on my third attempt. Success generally is not quick and almost never comes without overcoming some type of adversity.

#### Chief Bill Crider



Bill Crider began his career in law enforcement in May 1991 as a deputy with the Caldwell County Sheriff's Office. In 1994, he accepted a position with the Dawson Springs Police Department and was promoted to Captain in February 1996. He was named Chief of Police later that year.

Chief Crider is a graduate of Murray State University, with degrees in criminal justice and political science. A certified professional firefighter, fire instructor and emergency medical technician, Crider is also a graduate of DOCJT's Criminal Justice Executive Development Class.

Chief Crider is a member of the Kentucky Association of Chiefs of Police, Hopkins County Juvenile Delinquency Prevention Council, Dawson Springs Community Schools Family Resource and Youth Services Advisory Board, Pennyriple Narcotics Taskforce Board of Directors and the Dawson Springs Rotary Club.

The Dawson Springs Police Department consists of six full-time sworn officers, complimented by four full-time and two part-time civilian employees. The second largest city in Hopkins County, Dawson Springs operates a full-time 911 telecommunications center. The population of Dawson Springs, which crosses into Caldwell County, is 3000.

Chief Crider and his wife, Christy, have a 2-year-old daughter, Madison.

### How have Peace Officer Professional Standards affected small departments?

Peace Officer Professional Standards implemented a standard

hiring process, setting minimum standards for all departments in the state. Many smaller agencies were forced to change their selection process to meet these new standards. The changes were for the better. Small agencies now have the benefit of polygraph and suitability screening to aid them in their selection process, practices that may not have been available or used prior to the inception of the program. The end result is the hiring of the most qualified and best-suited candidates to be police officers.

Recruitment and retention has dramatically increased between departments since the beginning of the POPS program. Small departments are now being forced to offer better salary and benefit packages in order to recruit potential officers and retain those currently employed. Some small departments with limited financial resources are struggling to keep up with the larger departments who are recruiting their officers.

### What do you see as your major accomplishments as Chief of Police in your region?

We have been successful in efforts to improve our department in order to be more competitive in officer recruitment and retention. I interview every officer upon their resignation to find the specific reason he or she is leaving. In turn, this information is taken into consideration when planning departmental needs. In efforts to recruit and retain certified officers, we increased our starting salary nearly 40 percent over the last six years. Additionally, we have implemented a take home fleet program, provided health insurance, issued duty and off-duty weapons, remodeled our police station and recently adopted hazardous duty retirement. Our goal is to make Dawson Springs a place an officer can work an entire career and retire.

A second large accomplishment was to increase the size of the department by one officer. This addition allows for a more flexible work schedule, while decreasing the number of overtime hours required each week. Officers are able to utilize more flexible vacation and training schedules.

### What would you consider to be special challenges that small agencies have to face?

I believe small agencies deal with a magnitude of problems unique to their size. Competition to recruit and retain officers is currently the largest problem in our area. Officers are resigning from small departments to accept positions with departments with higher salaries and better benefits. Manpower shortages often result in fewer officers on the street or in additional overtime, leading to budget concerns. It is difficult for smaller departments with limited financial resources to compete with larger departments.

The small number of officers may present problems for small departments. Officers are often limited in promotional opportunities. Officers also face restrictions for special assignments, such as undercover drug enforcement and extended training opportunities. Small departments generally need all of their officers working regular shifts on the street to ensure adequate coverage for their communities.

### Where will Kentucky law enforcement be in the future?

I believe the future will require more technological trends. Officers will face more specific training to deal with an ever-increasing rise in strategic crimes. I believe departments will increase their requirements to be police officers to meet these increased educational and training needs. I also believe there will continue to be competition for officers between departments. Departments will need to work together more than ever to combat the continued crime trends.

## Career Development Program to be phased in throughout the Commonwealth

*Joseph Boldt, Administrative Specialist III  
Kentucky Law Enforcement Council Staff*



The Career Development Program (CDP) for Kentucky's peace officers and telecommunicators will officially begin on January 1, 2003. The CDP is a voluntary program that awards specialty certificates based upon an individual's experience, training and education as a peace officer or telecommunicator. There are a total of 13 professional certificates, eight for law enforcement and five for telecommunications.

The CDP recognizes that not everyone has the same training needs; therefore the program allows a person to individualize their course of study, just as someone would if pursuing a specific degree in college. It also allows for department heads to build a comprehensive and organized training plan for their agency's future.

The Career Development Program will unfold within the state one region at a time over the course of 2003.

Illustrated maps of when each of the regions will be activated are in the CDP brochure, available at law enforcement agencies around the state or at the Kentucky Law Enforcement Council office. In the month that your agency is set to activate into the program, members of KLEC support staff will visit your region to further explain the program, answer questions and provide each agency with enrollment packets.

### **How to enroll in the Career Development Program**

You may enroll into CDP in the month your region is activated. Whether you are in the process of still meeting the experience, training and/or education requirements or are now ready to apply for a certificate, the following steps should be taken if you wish to enroll:

**Step 1:** Complete the participation commitment form (CDP-1) in full.

**Step 2:** Have your agency head sign it.

**Step 3:** Mail/fax the participation commitment form to the KLEC office in Richmond. Electronic means of submission is under development. When your application is received a file will be created. As you proceed through the program, you will be contacted periodically by a CDP representative who will help you and your department head, assist your progress and answer any questions. When you have reached the requirements for experience, training and/or college hours needed, then proceed to the next step.

**Step 4:** Complete the final application, specific to your certificate, and attach all supporting documents (college transcripts, etc) and send it to the KLEC office in Richmond. Your final application will be reviewed and if the requirements have been met, you will be issued the appropriate certificate and lapel pin. If, upon review, the requirements have not been met, your application will be returned to you with an explanation of which requirements remain to be satisfied. Those receiving certificates will be acknowledged by the KLEC.



## Commissioner Bizzack presents Governor's Award to Chief Love

*Jacinta Feldman Manning, Public Information Officer*

DOCJT Commissioner John W. Bizzack presented the Governor's Award for Outstanding Contribution to Kentucky Law Enforcement to Versailles Police Chief Allen Love during the opening luncheon of the Kentucky Association of Chiefs of Police conference on August 6.

The award was created in 2001 to honor an individual who significantly advances Kentucky law enforcement in the areas of Peace Officer Professional Standards, law enforcement training or professional development, or who exhibits exemplary leadership that has resulted in the advancement of law enforcement in the state or the nominee's community.

The Department of Criminal Justice Training administers the award and oversees the selection committee. Commissioner Bizzack said that there was "no question" that Chief Love, who has been active in law enforcement issues that affect both his community and the Commonwealth, meets all the qualifications for the award.

Chief Love has been the police chief in Versailles since 1993. He is a graduate of the FBI National Academy and a certified police instructor for the Kentucky Law Enforcement Council. He has provided many hours of instruction for new police chiefs through Department of Criminal Justice Training

courses. He has also worked with the Regional Community Policing Institute at Eastern Kentucky University to provide instruction in the areas of domestic violence and leadership.

Chief Love serves on several boards, including the Eastern Kentucky University, College of Justice and Safety Alumni Association, United Way of Woodford County, The Cleveland Home, Woodford County Education Advisory Council, the 4H Youth Protection Committee and is co-chair of the American Cancer Society Relay for Life in Woodford County. He is also an Ex Officio member of the Kentucky Law Enforcement Council.

Chief Love is an active member of the Kentucky Association of Chiefs of Police. In 1999, he was selected as the association's Chief of the Year, and this year he serves as the organization's president.

Commissioner Bizzack praised Chief Love for the instrumental role he has had in improving law enforcement across the Commonwealth.

"Chief Love is an outstanding example of a police chief," Bizzack said during the presentation. "He has demonstrated time and again his dedication to Kentucky law enforcement through his untiring efforts to improve police services."

Chief Love is only the third person to receive the Governor's Award for Outstanding Contribution to Kentucky Law Enforcement.



*Chief Love was presented the Governor's Award in August.*

## DOCJT produces video featuring police department



*PHOTO CREDIT: JACINTA FELDMAN MANNING*



*PHOTO CREDIT: ANNETTE HENKES*

*Video producer Jim Robertson interviews police officers.*

*Jacinta Feldman Manning, Public Information Officer*

The Department of Criminal Justice Training's Public Information and Multimedia and Technology offices have started a pilot project creating short, promotional videos that will showcase law enforcement agencies across the state.

DOCJT's first video focuses on the Versailles Police Department. Staff members interviewed police and other local officials in the town to illustrate the Versailles police department's role in their community. The video also highlighted specific programs offered by the department, like the Citizens Police Academy and the Community Accident Prevention Program.

This service is something DOCJT would like to offer to other agencies as time and resources permit. The videos will be agency-specific, highlighting the accomplishments and programs of individual agencies.

If you are interested in having your agency featured in one of the videos, please contact Diane Patton at (859) 622-6165, or Jacinta Feldman Manning at (859) 622-5885.

# VINE Today (and Everyday)

*Ishmon F. Burks, Secretary  
Kentucky Justice Cabinet*

If the VINE program had been around in 1993, perhaps Mary Francis Byron's tragic death would not have happened. But it did happen ... Mary Byron's former boyfriend murdered her after he was released on bond from jail. She did not even know he had been released.

We employ many technologies throughout Justice Cabinet agencies that help us work more effectively and efficiently. But the Victims Information and Notification Everyday (VINE) program holds a unique and special place in our efforts to ensure public safety.

Unfortunately incidences of domestic violence continue to increase. According to the FBI, domestic violence is the country's most prevalent crime ... and the least reported. In fiscal year 1999, the Administrative Office of the Courts reported 27,452 petitions were filed by persons seeking Domestic Violence Protective Orders. Having accurate and timely information is essential to help alleviate the potential for a victim to be revictimized.

Mary Byron's death brought heartache to the community. And, her death showed the huge gap in the criminal justice system — keeping the victim informed. Her death brought Jefferson county officials together to find a way to provide victims with current and accurate information on offenders.

Thus, the idea of VINE was born. VINE, an automated telephone notification system developed and implemented in Jefferson County in 1994, provides crime victims with both information about their offender and the ability to register for notification upon the custody change of that offender. Appriss, Inc., a Louisville company, designed and implemented the software technology.

In 1995 Kentucky became the first state in the nation to adopt the VINE system for statewide notification when it added all prisons operated by the Department of Corrections (DOC). Later all jailed inmates, violent juvenile offenders and certain inmates in mental health facilities were added.

Today, the entire program is funded by the Department of Corrections with updates being made on a continual basis. In fact, VINE software updates jail data every 15 minutes. Prison data is updated twice daily.

I am proud that the Justice Cabinet is an integral partner and supporter of VINE. This technology and system to communicate much needed information to victims is so important as we continually increase our efforts to ensure public safety. Possible future web-based and wireless system enhancements also will contribute to these efforts.

Kentucky's role as a leader in using this technology has inspired 39 states, two provinces in Canada, and the entire Federal Prison System to use the VINE system. The goal is for all 50 states to use VINE within the next five years.

## Kentucky State Police initiates Accelerated Entry Program

*Lt. Lisa Rudzinski, Public Affairs Officer, KSP*

The Kentucky State Police is embarking on a new endeavor in the area of recruiting and hiring of today's up and coming law enforcement professionals. As the selection pool continues to dwindle due to better economic times, the effort to recruit and retain qualified officers continues to be a challenge to agencies across the country. Compounding this endeavor is the cost and time associated with the extensive training that sworn officers must receive.

The Kentucky State Police Accelerated Entry Program has been created to expedite the selection, training and placement of individuals who already possess the skills, experience and certification meeting Kentucky's Peace Officer Professional Standards.

Approximately 40 applicants who met the accelerated entry program requirements and successfully completed the selection process reported for training October 27. They will undergo 11 weeks of training, half of the traditional 22-week training.

In addition to current statutory requirements, qualifications for men and women interested in the KSP accelerated entry program include:

- \* *three (3) years of full-time employment with a Kentucky law enforcement agency, or agencies, following the date of graduation from the Department of Criminal Justice Training, or other training approved by the Kentucky Law Enforcement Council, AND*
- \* *the applicant is not subject to an existing employment contract including, but not limited to, an employment contract authorized under Chapter 70 of the Kentucky Revised Statutes, AND*
- \* *is a Peace Officer Professional Standards (POPS) certified police officer, AND*
- \* *receive an endorsement from an active or retired KSP trooper.*

## Lexington P.D. says hola to Webber Seavey Award

*Jamie Neal, Public Information Officer*

The Lexington Police Department was among three agencies worldwide this year to receive the Webber Seavey Award for Quality in Law Enforcement. The department was presented the award — the International Association of Chiefs of Police's top honor — for its Spanish-language training program, which began in 1998. "I guess it wasn't until we were at the award ceremony that I realized the scale, the magnitude of this award," said Lexington Major Robert Stack of the event in Minneapolis. "We were among eight to ten thousand chiefs and chief executives. It was a very distinct honor, especially when you look at the agencies competing for the award." This year was the first that the Lexington Police Department submitted an entry for the Webber Seavey Award, Stack said.

Since the Spanish program began, 34 Lexington officers have completed college-level Spanish courses. Of them, 24 also spent five weeks experiencing the culture of Mexico while living in that country.

The idea for the immersion program began in 1994 with then-assistant chief Fran Root and other officials who noticed an increase in the number of Mexicans in Lexington. Root,

who is now branch manager for Basic Training at the Department of Criminal Justice Training in Richmond, started asking police departments around the nation how they were dealing with growing Spanish-speaking populations, but wasn't hearing any solutions.

Four years later, at the suggestion of a Mexican consulate official visiting from St. Louis, the department sent two officers to the Mexican city of Zacatecas, where they patrolled with police there and observed them at work. After that visit, the department began working with the Kentucky Institute for International Studies and sent officers to Morelia, a city in the southern state of Michoacan. Lexington officers still go to Morelia, where they live with families and train at a police academy.

The Webber Seavey program, named for IACP's first president, Chief Webber Seavey of Omaha, Nebraska, annually honors the achievements of departments in one or more of these areas: Continually improving services to the community, strengthening police relations and promoting community participation, effectively using resources, enhancing communications within and cooperation among agencies, and developing creative and innovative approaches that promote excellence in law enforcement.



*(From left to right) Assistant Chief Ronnie Bastin, Major Robert Stack, Chief Anthony Beatty, Assistant Chief Sandy Devers, Assistant Chief Ken Hall, Assistant Chief Billy Thompson*



## In The News

Opportunities + Resources = Success:  
DOCJT participates in Minority Expo

*Edliniae Sweat, Administrative Specialist III  
Staff Services & Planning Office*

The Louisville Defender Minority Expo will be held November 22-24, at the Kentucky International Convention Center in Louisville. The theme for this year's event is "Opportunities + Resources = Success." The Department of Criminal Justice Training has taken an active role in the Minority Expo for more than 20 years, and is committed to sharing with the public its role in law enforcement. The department is also dedicated to empowering the diversity of its workforce, and the Expo is an excellent opportunity to interact with employers to explore new employment and education trends.

The DOCJT will have a booth at the Expo that will highlight several areas of the department such as employment opportunities, the Kentucky Police Corps program and the Kentucky Law Enforcement Memorial Foundation.

We encourage you to stop by the Expo and explore the opportunity that the Department of Criminal Justice Training has for you. If you have any questions, or need more information regarding the Louisville Defender Minority Expo 2002, please contact the Governor's Office Coordinator at (502) 564-2611.

## Trooper Of The Year

### Kentucky State Police Honor Bravery

*Justice Cabinet Staff Report*

Detective Tommy Stiles was named the 2001 Kentucky State Police Trooper of the Year at the Annual Kentucky State Police Awards Ceremony in mid-May. As a detective working the Elizabethtown Post, Stiles has had a remarkable 30-year career serving 18



years in the investigative capacity. Detective Stiles' tenacious hard work throughout the year of 2001 is best reflected in his 130 criminal arrests while investigating 98 criminal cases, including homicide/death investigations, sexual abuse related cases as well as drug related investigations. The drug investigations resulted in forfeitures of close to \$20,000, including homes, vehicles and farm equipment.

Detective Ben Wolcott, Madisonville Post, was awarded the KSP Citation for Bravery. Detective Wolcott received the award for his actions in a standoff and shooting with a fleeing suspect who had also detonated a hand grenade in the presence of two state troopers.

Awards were also presented to 16 other troopers, two law enforcement officers from local jurisdictions and one private citizen during the ceremony.

## Leitchfield P.D.'s Most Wanted becomes 'America's Most Wanted'

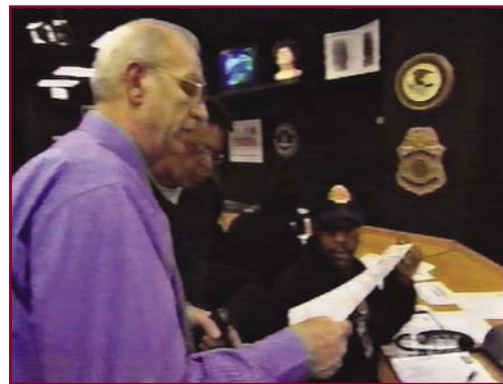
*Scenes from the  
March 23 America's  
Most Wanted  
Episode featuring  
Detective Gary  
Troutman.*



*Allison Harrison, Administrative Specialist III  
Staff Services & Planning Office*

Detective Gary Troutman of the Leitchfield Police Department was working on a case that had gone cold. A dead infant was found in the outhouse at a local flea market, where a woman apparently disposed of the newborn child. Detective Troutman had a few leads from locals at the flea market and took blood samples from a suspect for DNA analysis. When the results came in and linked the evidence to the suspect, the suspect and her husband had fled town and were unable to be located.

After numerous leads proved unsuccessful, Detective Troutman thought of contacting the popular show, "America's Most Wanted." Due to its widespread audience, the show has a reputation of being



able to locate hard-to-find suspects. This crime was so heinous Troutman thought the show would be willing to help.

The case aired March 23 and Detective Troutman got several leads on the whereabouts of the suspect. With the help of federal agents and deputies in Florida, the suspect was apprehended within 48 hours after the show aired. Detective Troutman traveled to Florida and brought the suspect back to Kentucky. This case was the 699<sup>th</sup> successful case that America's Most Wanted aired.

"I would strongly urge every officer that is working on any type of case to go that extra mile to apprehend their suspects," Detective Troutman commented, "Even the most minor cases deserve the effort involved in using any means at your disposal to solve your case."

# Statewide LEN News

## In The News




*Herb Bowling,  
Deputy Commissioner*

The General Assembly made changes to the Carry Concealed Deadly Weapon law during the 2002 session that created two new classifications of the permit – the Certified Peace Officer License and the Judicial License.

Under the regulations for the Certified Peace Officer License, officers are exempt from paying the CCDW application fee, as long as they meet all of the criteria in the new legislation.

Commonwealth's Attorneys, Assistant Commonwealth's Attorneys, County Attorneys, Assistant County Attorneys, Justices, Judges, retired justices and Retired Judges who have a CCDW permit, who apply for a Judicial License, can carry a concealed deadly

## Changes Made to the CCDW Law



**KENTUCKY STATE POLICE  
RECORDS BRANCH - CCDW SECTION**

CERTIFICATION OF LAW ENFORCEMENT EMPLOYMENT

I \_\_\_\_\_ CERTIFY THAT I AM A PEACE OFFICER WITH THE  
\_\_\_\_\_ POLICE DEPARTMENT/SHERIFF'S DEPARTMENT.

Pursuant to KRS 527.020 a full or part time peace officer who is currently certified as a peace officer by the Kentucky Law Enforcement Council who is authorized by his or her employer or government authority to carry a concealed deadly weapon at all times and at all locations within the Commonwealth shall be exempt from paying the application or renewal fees and special training requirements.

IN WITNESS WHEREOF, the undersigned has executed this affidavit on this \_\_\_\_ day of  
\_\_\_\_ (Month), \_\_\_\_ (Year).

Applicant Signature: \_\_\_\_\_  
Title: \_\_\_\_\_  
Commanding Officer signature: \_\_\_\_\_

COMMONWEALTH OF KENTUCKY  
COUNTY OF \_\_\_\_\_

The foregoing instrument was sworn to and acknowledged before me by (Applicant) \_\_\_\_\_  
And (Commanding Officer) \_\_\_\_\_ this \_\_\_\_ day of \_\_\_\_\_ (Month),  
\_\_\_\_ (Year).

\_\_\_\_\_  
Notary Public, State at Large  
My commission expires: \_\_\_\_\_

\*\*\*\*Please attach a copy of your DOCJT POPS Certification to this application\*\*\*\*

KSP CCDW 7/15/02

### Certified Peace Officer License

Now fee exempt, the following process must be met:

- Complete the standard CCDW application with photograph.
- In the top right hand box on the CCDW application, mark through the word "Retired" and complete bubble for "yes."
- Complete the Supplemental "Certification of Law Enforcement Employment."
- Must have "sign off" of a Commanding officer of their agency. This could include any supervisory person, from Sergeant up to Sheriff/Post Commander/Chief.
- Must have form notarized.
- Must attach a copy of the officer's POPS certification certificate provided by the Kentucky Law Enforcement Council.
- Send all documents to the KSP CCDW section per normal procedure.

weapon at all times and in all places in the Commonwealth. Previously, only peace officers employed by state, county, city or urban-county governments had that privilege.

The new supplemental applications and instructions for Certified Peace Officers and Judicial License holders have been sent to all Sheriff's Departments and appear on the following pages. They have also been posted on the KSP Website

[www.kentuckystatepolice.org](http://www.kentuckystatepolice.org)

If the person already holds a valid CCDW permit but requests a

### Special Judicial License

**DO NOT** complete a new application.

- Complete the "Supplemental Affidavit for Judicial Special Status CCDW License."
- Must have form notarized.
- Attach a photocopy of the person's "Judicial/Prosecutor Identification Card".
- Attach a Photocopy current CCDW License.
- Send all documents to the KSP CCDW Section per normal procedure.

## Judicial License

All applicants must receive standard training and pay the standard \$60 fee. This includes all Commonwealth Attorneys, County Attorneys, Assistant Commonwealth/County Attorneys, current or retired judges from one of the following 4 levels of the court of justice: District, Circuit, Appeals, or Supreme.

- Complete the standard CCDW application with photograph.
- Complete the Supplemental Affidavit for Judicial Special Status CCDW License.
- Must have form notarized.
- Attach a Photocopy of the person's Judicial/Prosecutor Identification Card.
- Send all documents to the KSP CCDW Section per normal procedure.



### **SUPPLEMENTAL AFFADAVIT FOR JUDICIAL "SPECIAL STATUS" CCDW LICENSE**

Pursuant to KRS 237.110, a request is made for a "SPECIAL STATUS" CCDW License, based on the information provided below which authorizes the requestor identified herein to obtain such a license:

Permit Applicant/Holder Name: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_

Date of Birth: \_\_\_\_\_ Social Security Number: \_\_\_\_\_ CCDW Permit # \_\_\_\_\_

#### **ACKNOWLEDGMENT BY APPLICANT**

I have applied for a Judicial "Special Status" Carry Concealed Deadly Weapon Permit from the Kentucky State Police. I understand that I must meet the criteria defined in KRS 237.110, as a CCDW permit holder in addition to completing this affidavit, in order to be eligible to be issued this "Special Status" CCDW License. I am requesting this "Special Status" CCDW Permit, under the following provision:

- |   |                        |
|---|------------------------|
| <input type="checkbox"/> Commonwealth/Assistant Commonwealth Attorney                   | Specify Circuit: _____ |
| <input type="checkbox"/> County/Assistant County Attorney                               | Specify County: _____  |
| <input type="checkbox"/> Judge (Specify District/Circuit Location: _____)               |                        |
| <input type="checkbox"/> Retired Judge (Specify last judicial position/location: _____) |                        |

I understand that the information provided may be verified by the KSP with the Prosecutor's Advisory Counsel (PAC), the Kentucky Court of Justice and/or the Judicial Retirement System and I authorize the release of any records by these entities to the Kentucky State Police for verification purposes. I further understand that I am only entitled to this Judicial "Special Status" CCDW Permit, while I am serving in one of the positions identified above. I further understand that if my status changes at anytime, and I no longer fit one of the provisions specified above, I must return my Judicial "Special Status" CCDW Permit to: Kentucky State Police, Records Branch, CCDW Section, 1250 Louisville Road, Frankfort, KY 40601; within 10 days, with a written request that this permit be re-issued as a "Standard" CCDW Permit.

I certify under oath and under penalty of law that the information provided above is true and complete to the best of my knowledge, sworn before me on \_\_\_\_\_, 20\_\_\_\_.

Signature of Applicant: \_\_\_\_\_

Notary: \_\_\_\_\_

Commission Expires: \_\_\_\_\_

\*\*\*\*Please attach a copy of your Judicial/Prosecutor Identification Card\*\*\*\*

KSP CCDW 7/15/02



## KiDD DUI Diversion Program having a positive impact on young drivers in Jefferson County

*Information submitted by Jefferson County KiDD Diversion Program*

The teen-age boy stands on tiptoes to peer into the autopsy room at the Jefferson County Coroner's Office. Then he smells the odor coming through the partially opened door and jerks back as a reflex. It is the moment for which Jefferson County Attorney Office Juvenile Services Coordinator Tracey Frazier watches.

"It is the moment they confront the reality of death," Frazier said. "For some, it happens in the morgue, for others, University Hospital ER. Still others encounter it in the victim testimonial portion of the Impact Panel. Once that awareness occurs, I know the program has made an impression that is likely to last."

The program Frazier refers to is the KiDD DUI Diversion Program, organized by Jefferson County Attorney Irv Maze in April 2000. It is an intervention program for first-time, under-21 offenders apprehended while driving under the influence of alcohol. The program is a collaboration of the Jefferson County Attorney, the Jefferson County Coroner, the University of Louisville Emergency Medicine, the Louisville Metro Chapter of Mothers Against Drunk Driving and law enforcement. In two years, the program has had 290 graduates, and an 83 percent completion rate with a less than 2 percent recidivism rate.

"Prevention is better than prosecution," Maze said. "This program focuses on illegal drinking and impaired driving, with the goal of preventing repeat DUI offenses among program graduates. We want to replace drunk driving myths with driving under the influence information, and at the same time increase citizen awareness of under-21 DUI statutes."

The program is not easy to complete. To be eligible for KiDD, juveniles must have been 16-20 years old at the time of their arrests, have had a blood alcohol content of .02 up to .10, and must never have been referred to the KiDD Program for prior offenses. Once referred by the prosecutor and accepted, the participants must surrender their

licenses and driving privileges for 30-180 days (court dictated), and attend a 3.5-hour victim impact awareness session. This session is held at the Jefferson County Coroner's Office and includes:

- a presentation by Coroner Richard Greathouse's office
- a presentation by a police officer
- a testimonial by a DUI victim or family member
- a tour of the morgue facilities and autopsy room

Also required is the completion of an alcohol/chemical use assessment at an approved agency, as well as the treatment recommended by that assessment (minimum four educational sessions).

Then there is the four hour mandatory observation (Friday or Saturday, 9 p.m.-1 a.m.) of the University Hospital Emergency Room.

"We have arranged for them to be there on Friday or Saturday nights, when most ER activity occurs," Frazier said. "If they're lucky, they get to observe the medical realities of drinking and driving. It's not pretty, but it's an image that stays with them."

After attending a one-hour wrap-up session with program administrators, participants go back to court. Successful completion of the KiDD Program results in dismissal of charges, and an opportunity to expunge their records. More importantly, they leave with graphic reasons not to repeat DUI behavior. Cases are tracked for five years to determine recidivism.

Every month, KiDD receives inquiries from surrounding counties about the program. It has proven popular with both judges and defense attorneys, not only as an alternative to fines and resultant insurance premium increases, but as a common-sense method to help save lives.

"The state DUI law is a good thing," Maze said, "but the KiDD DUI Program is a proactive attempt to discourage young people from having to come in contact with that law."

## Jessamine County telecommunicators win top state honor

Jessamine County 911 telecommunicators Jean Brown, Linda Byrd and Sue Greene were awarded the 2002 Kentucky Ambulance Providers Association's "Dispatcher of The Year Award" at the annual state Emergency Management Services conference held September 13 in Owensboro.

The three telecommunicators were recognized and presented the award for their quick action and their performance above the call of duty November 13, 2001, when three Jessamine County sheriff's deputies were shot while attempting to serve an arrest warrant. The person who was being served shot the deputies, killing one instantly, wounding a second deputy who died later, and severely wounding a third deputy.

"The three telecommunicators performed their duties and responsibilities to the highest standards," Jessamine County Sheriff Joe Walker said. "The three telecommunicators exhibited courage and bravery in maintaining their composure and fulfilling every request made of them at a time that some may crumble under the pressure." EMS Executive Director Chief Wendell R. Hatfield said that Brown, Byrd and Greene performed their duties to the fullest and were calm and systematic in their approach that November day.

The telecommunicators also received honorable mention as "Telecommunicator of the Year" at the Kentucky Emergency Number Association/Association of Public Communications Officers 2002 state conference, which was held September 26 in Lexington.

## Kentucky Department of Juvenile Justice teams up with local law enforcement agencies to surveil delinquent youth

*Justice Cabinet staff report*

The Department of Juvenile Justice has teamed up with city and county police forces to provide intensive surveillance of delinquent youth to facilitate rehabilitation, reduce recidivism rates and safeguard communities. This partnership, called the Juvenile Intensive Supervision Team (JIST) Program, allows juvenile justice community workers to collaborate with local law enforcement officers in supervising youth probated or committed to DJJ by the court.

Kentucky's JIST program, which is based on Boston, Massachusetts' "Operation Night Light" initiative, was created to allow community-based placement for committed youth who no longer require the level of supervision and care provided by the state's juvenile facilities, but need more intensive supervision than generally provided by supervised community placement. It also provides for probated youth considered to be at high risk of out-of-home placement.

Each JIST consists of one law enforcement officer and one juvenile justice staff. Teams make regular home, school and work visits to enforce the youths' conditions of probation or supervised community placement. The purpose of the contacts is threefold: to establish whether the juvenile is in compliance with the curfew and other restrictions; to reinforce the importance of

strict observance of all conditions of probation/commitment; and to inquire of family members present about the behavior of the juvenile, both at home and in the community.

JIST contacts provide for a more interactive relationship between DJJ community workers and the probated youth or youth on supervised release. The contacts also strengthen the relationships between the police and DJJ, involve the parents in the child's probation/supervised release, and serve notice to other youth that the police and DJJ are serious about their mission.

Kentucky's JIST program was initiated in 1998. Since that time, the program has demonstrated incredible success. DJJ community workers report that upon initial implementation of the program in various communities, violations of probation/placement conditions were common. However, as awareness of the program has grown, violations have sharply declined. The success of JIST has prompted DJJ to extend the program to new communities. Teams currently serve Lexington, Louisville, Newport, Christian County, Franklin County, McCracken County, Calloway County, Marshall County, Graves County, Fulton County, Hickman County, Shelby County, Larue County, Nelson County, Ballard County, Bowling Green and Carlisle County.

## KLENN responding to readers' requests

*Allison Harrison, Administrative Specialist III  
Staff Services and Planning Office*

In June of this year, the Department of Criminal Justice Training sent a questionnaire to agencies throughout the state seeking input about the DOCJT's magazine. While all of the KLENN issues have been produced with the law enforcement officer in mind, after the third issue the magazine staff desired more input as to the publication's design, content and layout.

Many who responded to the survey desired a more expanded, in-depth legislative/legal section as well as more information from

agencies across the state. When asked for future topics of focus, homeland defense and grant information topped the list. Also mentioned were policy and procedure writing, rural policing issues and employment/personnel information.

The KLENN staff would like to thank all who participated in the survey. In future issues we will attempt to address the comments and topics mentioned in the survey results. To suggest future magazine topics, please contact the KLENN staff at [klenn@docjt.jus.state.ky.us](mailto:klenn@docjt.jus.state.ky.us) or (859) 622-6165.

## KWLEN hosts annual conference November 20-22

The Kentucky Women's Law Enforcement Network (KWLEN) is hosting its third annual training conference at the Hyatt Regency Lexington, on November 20-22. The theme of this year's conference will be "Developing a Standard of Personal and Professional Excellence." One track of training, "Ethics, Decision Making and Assessment," will be

offered for 16 hours of KLEC-certified professional development credit. The goal is to provide both training and networking opportunities for conference participants.

The Lexington Division of Police is the local host and conference coordinator for this year's event.

# DOCJT hosts Kentucky Certified Public Managers: 'Leadership In Turbulent Times'

*Carolyn Schaefer, Procedures Development Coordinator  
Office of Deputy Commissioner*

The Kentucky Society of Certified Public Managers held their summer luncheon at the Department of Criminal Justice Training in Richmond on July 31. More than 65 members and guests were on hand to hear Phillip VanHooser as he spoke on "Leadership In Turbulent Times."

VanHooser, of Princeton, Kentucky, has been a full-time professional speaker since 1988. A former human resource professional, he has developed and presented more than 2,100 presentations and produced four audio/video training series.

Leadership is the foundation on which all organizations are built. VanHooser's mission is to equip people with leadership tools that earn employee loyalty and build cohesive teams. These people, inspired and equipped for leadership success, are key to how far and how fast an organization will grow.

According to VanHooser, being a leader is not a position

or job title. The essential element of leadership is having followers, people whom you can influence or impact.

Leadership is the ability to offer service and the willingness to take action. Service is meeting or exceeding the expectations of those we serve. It is better to plan small things and take action than to plan big things and never do anything.

Discussing change, VanHooser said "change is predictable, the inevitable will happen; change impacts everyone and change is not necessarily negative, it can also be good."



PHOTO CREDIT: JACINTA FELDMAN-MANNING

## Dedication of the Hal Rogers Center



PHOTO CREDIT: JACINTA FELDMAN-MANNING

*Congressman Hal Rogers cuts the ribbon in front of the new Hal Rogers Center in Hazard*

*Jacinta Feldman Manning, Public Information Officer*

The city of Hazard and the Rural Law Enforcement Technology Center dedicated the Hal Rogers Center on October 12. The facility will be a civic center for the town and a mecca of technology training for rural law enforcement agencies across the nation.

The 35,000 square-foot state of the art building has an 800-seat auditorium, three classrooms, a distance learning computer lab, a large conference room and two firearms simulators. It will eventually have a driving simulator as well.

"This is something to be proud of, not just the building, although this is spectacular," said Congressman Hal Rogers, after whom the building was named. "But this is not just about the building, this is about the concept."

The building will house the Rural Law Enforcement Technology Center. The unique program, created by the National Institute of Justice, concentrates on helping rural law enforcement agencies with technology. Its mission is to provide responsive solutions and practical benefits

to rural law enforcement and corrections agencies. It was meant to be a "one-stop-shop" technology and technical assistance program.

The congressman also praised the partnership at the local and national level to create the building. The Hal Rogers Center is owned by the city and leased by the Rural Law Enforcement Technology Center.

A community center had long been a dream of Hazard Mayor William D. Gorman when then-police chief Rod Maggard told him of the National Institute of Justice's desire to build a center that focused on the needs of local and rural law enforcement. The two worked with Congressman Rogers to create a building that would serve both needs.

Congressman Rogers said although they have smaller forces, rural law enforcement agencies face just as many dangers as agencies from bigger cities.

"We owe these people a lot, but we owe them more than anything else the capabilities to protect us and themselves as they do our job for us," he said. "We think this center will give law enforcement officers the capabilities to protect."



# Statewide Briefs:

*Jamie Neal, Public Information Officer*

## Lexington P.D. using "Amber Alert"

The Lexington Police Department announced August 19 that it would implement a broadcast alert program, the Amber Plan, to help if a child were abducted within Fayette County.

If a child is abducted in that jurisdiction and the incident meets the plan's criteria, police contact local television and radio broadcasters by fax and request that they broadcast an "Amber Alert" for the child. The fax would include the child's age, height, weight and any details that might help identify the child. The bulletin also would be distributed to the Fayette County Sheriff's Office and law enforcement agencies in surrounding counties.

The child's information also could appear on six electronic message boards that could be placed at high traffic areas in the community.

The "Amber Alert" program is named for Amber Hagerman, a 9-year-old Texas girl who was kidnapped and killed in 1996. Among the criteria for using the alert in Fayette County is that the child must be 15 or younger or have a proven mental or physical disability, some reason to suspect that the child is in imminent danger and an indication that the child was kidnapped. The guidelines are in place to prevent overusing the plan to the point where it loses its effectiveness.

## Herron earns master trainer title

Shawn Herron became the first master trainer in emergency management in Kentucky after completing a Federal Emergency Management Agency course in July. Herron is an attorney in the legal training section at DOCJT.

The Master Trainer Program, held in Emmitsburg, Maryland, consists of six courses that provide participants with the knowledge, skills and tools to assess performance shortfalls, design effective training, develop training materials and deliver and evaluate training. Participants were required to design and develop training following the courses.

## Browning named to Domestic Violence Board

Governor Paul Patton has appointed Michael Browning to the Governor's Council on Domestic Violence and Sexual Assault. Browning, a principal assistant at DOCJT and former police chief from Kenton County Police Department, will represent peace officers on the council. He fills the spot previously occupied by Frank D. Smith of Louisville.

The council is responsible for planning, implementing and directing legal and human service systems of community support and services concerning issues related to domestic violence. It also supplements the work, efforts and recommendations established by the Legislative Domestic Violence Task Force.

## Former ATF Agent newest President of KPOA

James L. Brown of LaGrange has been installed as president of the Kentucky Peace Officers' Association. The KPOA was organized in 1935 and is the oldest law enforcement professional association in the Commonwealth.

Brown began his law enforcement career as a trooper with the Kentucky State Police in 1964. In 1969, he joined the Bureau of Alcohol, Tobacco and Firearms as a special agent in Pikeville. He retired from the ATF in March 2000 as division director for the Louisville Field Division.

Brown, now a law enforcement consultant, will lead the 500-member KPOA until the 68<sup>th</sup> annual conference in June 2003. In addition to being a longtime member of KPOA, Brown also is a member of the International Association of Chiefs of Police, the International Association of Bomb Technicians and Investigators, the International Association of Arson Investigators and is a life member of the Kentucky Association of Chiefs of Police.

## Bowling elected as IADLEST Second Vice President

Herb Bowling, Deputy Commissioner of the Department of Criminal Justice Training, has been elected as second vice president of the International Association of Directors of Law Enforcement Standards and Training. IADLEST is an organization of training managers and executives dedicated to the improvement of public safety personnel. The association's membership selected Bowling during its annual conference, which was held May 25 through 29 in Seattle. Bowling previously was an IADLEST regional director for the central region, which includes Kentucky, Indiana, Ohio, Illinois, West Virginia, Minnesota, Michigan and Wisconsin. Bowling is set to become first vice president in 2003 and president in 2004.

## DOCJT employees published in Police Chief magazine

Two DOCJT employees, David Hobson and Terry Mosser, were recently published in the October 2002 edition of Police Chief magazine. Hobson, a Staff Assistant in the Staff Services and Planning Office, and Mosser, supervisor in the Professional Development Branch, wrote "Assessing Law Enforcement In-Service Training Needs on a Statewide Basis." Their article discussed a training needs analysis that was conducted to provide a road map for the training staff to follow in developing courses for upcoming years. Hobson and Mosser will also be reporting their findings at the CALEA Conference in Portland, Oregon in November.

# Statewide LEN News

## Homeland Security Update

### STATEWIDE

## Emergency responders get education in weapons of mass destruction

Jamie Neal, Public Information Officer

Nearly a year after the September 11 terrorist attacks, about 160 of Kentucky's peace officers and other emergency responders attended two conferences meant to provide an overview of the terrorist threat involving weapons of mass destruction and how to deal with them.

"You are the homeland defense," speaker Ed Willever told the 70 responders who attended the first of the two conferences, which were held August 19 and 20 at the London Community Center and August 22 and 23 at the Lake Barkley State Resort Park in Cadiz.

The U.S. Department of Justice, the National Domestic Preparedness Office, the National Sheriffs' Association and the Department of Criminal Justice Training sponsored the events in an effort to improve homeland security in the state and prepare officers and other emergency responders for that evolving area of public safety. Willever, a former police officer and volunteer fire chief, helped write the conference program, "Weapons of Mass Destruction: Executive Level," for the National Sheriffs' Association. The NSA began offering the training a couple of years prior to the September 11 attacks, in response to church arsons in the nation.

Among the vast amount of material covered during the conferences, Willever discussed how to differentiate terrorism from other types of criminal activity and discussed several types of WMDs — biological agents, nuclear materials, incendiaries, chemical agents and explosives. A WMD can be defined as "something that causes a mass response," Willever said. Based on that definition, the planes involved in the September 11 attacks were used as weapons of mass destruction.

Willever also talked about what makes a potential terrorist target and asked responders to consider those in their jurisdictions, described the roles local, state and federal government agencies play in responding to WMD incidents and discussed developing emergency response plans and incident command systems, as well as many other topics.

The speaker emphasized that emergency responders — from peace officers to health department workers — need teamwork in planning their response to possible terrorist events.

"We've got to prepare and we've got to work together," Willever said. "Agencies need to work together. Forget about rank and title and all that jazz and concentrate on expertise."



*The Lexington Police Department demonstrated its Emergency Response Unit, as well as several other units and programs, at its Law Enforcement Weekend in June. The weekend, held at the Fayette Mall, was a way for the police department to inform and educate the public about itself. Officers displayed equipment, did practical demonstrations and answered questions during the weekend. The department also used the weekend partially as a recruiting tool to scout out community members who have an interest in the law*



## First responders learn more about terrorism

Bob French, Training Instructor  
Professional Development Branch

First responders had the opportunity to learn more about terrorism in the Middle East, weapons of mass destruction and other topics during seminars sponsored by the Attorney General's Office and the Department of Criminal Justice Training. The "Terrorism Intelligence Seminar for First Responders" was held in four regions of the state to attract their audiences.

Special Agent K.D. Lane of the FBI's Louisville office spoke about whether state and local government are prepared to deal with weapons of mass destruction, as well as on the planning and cooperative effort that must be in place to effectively address an incident of that type.

Dr. Robert W. Taylor, a professor and chair of the Department of Criminal Justice at the University of North Texas, talked about "Understanding Terrorism in the Middle East."

Taylor, who researched the topic while traveling in the Middle

East, provided information on the ideologies and tactics of foreign-inspired terrorist and extremist groups and their goals. He also explored the theological divisions of mainstream Islam and Islamic fundamentalist extremism and how such groups misrepresent the teachings of Islam.

Another speaker, Steve Oglesby, Hazardous Material Program Manager for the Kentucky Department of Emergency Management, discussed "Emergency Response to Terrorism."

He provided the first responders with a general introduction to the basic concepts for awareness at the scene of a potential terrorist incident.

An agent with the Immigration and Naturalization Service talked to the responders about aliens that they may encounter and the documents they might be carrying. He also explained how federal, state and local law enforcement officers could work with the INS in counter-terrorism missions.

## Homeland security conferences coming up

*Ray Nelson, Executive Director  
Kentucky Homeland Security*

Owensboro will host two one-day conferences that will focus on homeland security in Kentucky. The conferences are scheduled back-to-back for November 20 and 21.

November 20, the Governor's Executive Summit on Homeland Security will address the importance of local, state and federal partnerships in the fight against terrorism, and educate attendees on national and state efforts to protect our homeland.

November 21, Kentuckians from across the Commonwealth will convene for the ninth annual conference of the Kentucky Long-Term Policy Research Center, jointly sponsored by the New Cities Foundation, for discussions about the effects of September 11 and possible responses. That conference is titled "Living in a Changed World, Assessing the Homeland Security Threat: Long-Term Implications for Kentucky."

Health, technology, the economy, agriculture, infrastructure, tourism, the military, civic engagement and government at every level will be among the topics of discussion. Featured speakers at the November 21 meeting will include Washington, D.C. Mayor Anthony Williams, and Dr. Bruce Hoffman, international terrorism expert and Vice President for External Affairs for RAND, the non-profit research and analysis agency.

The Governor's Executive Summit on Homeland Security will be from 8 a.m. to 4 p.m. CST Wednesday, November 20, at the Executive Inn Rivermont in Owensboro. Information is available online at

**<http://homelandsummit.ky.gov>**

Living in a Changed World will be held from 7:45 a.m. to 3 p.m. CST Thursday, November 21, also at the Executive Inn Rivermont in Owensboro. Information is available online at

**<http://www.kltprc.net>**

## "What a Difference a Day Makes"

*John Aubrey, Sheriff  
Jefferson County Sheriff's Office*

*Excerpts from this article first appeared in a speech presented by Sheriff Aubrey at a September 11 ceremony.*

While I proudly stand here with you today as your Sheriff and to have the opportunity to share my thoughts with you, I also stand here, humbled by the long shadow cast on us all by the haunting images of the Twin Towers, the Pentagon and that lonely Pennsylvania Farm Field — images that serve to remind us all of what a difference a day makes; a day in which thousands of innocent lives were suddenly and without warning taken from us forever.

They were people just like you and me, and on that dreadful day they gave their full measure.

What a difference a day makes!

It challenged our economy and our business community. It challenged our law enforcement and our fire and rescue. It challenged our government leaders and our military. It challenged our very sense of peace and security.

Indeed, it challenged each of us personally.

But I suggest to you that America has risen to meet the challenge. We are saying loudly to the entire world that yes, we were injured, but we are recovering. And yes, we will take the time to honor those who were so taken from us.

We are a nation that takes time to honor its heroes, and they are abundant among us — not the celebrities on the sports pages and entertainment scene, but the real heroes, the kind who go to war to defend our way of life and to fight for the rights of others; the kind who run into burning buildings, risking their lives to save others; the kind who patrol our streets at night to keep us safe, and who

emerge from the ranks of everyday citizens during times of crisis to help others in distress or peril; the kind who died in a plane crash in Pennsylvania because they chose to take the plane down rather than see it used as a means of further death and destruction.

If our children need heroes to look up to, they are abundant among us. They can be found in Pennsylvania, Washington, D.C., New York City and right here in Louisville, Kentucky.

We will take the time to recover economically, but recover we will. We will take the time to find those responsible and bring them to justice. The people of America and our many allies will always respond to meet the challenges of aggression and oppression, because once again our enemy underestimated something far greater than he could ever have imagined, something within the hearts and souls of freedom-loving people everywhere; something found at Gettysburg, Pearl Harbor, in the trenches of World War I and II, in Korea, Vietnam, Desert Storm and now Enduring Freedom.

It is something that cries out from within the ruins of the Twin Towers, the Pentagon and a scorched Pennsylvania farm field, something far greater and stronger than steel, brick and mortar. It is American spirit.

It is the spirit of one nation that believes in "liberty and justice for all." It's a spirit that cannot be traded or sold at the stock market; it is not for sale at any price. It's a spirit that cannot be compromised by those who are jealous of our democracy.

It is the spirit of the people, a people of the greatest nation on earth — the land of the free, and the home of the brave. It is the spirit of the United States of America.

What a difference a day makes.



# Statewide LEN News

## Answering the Call

### Answering the Call

The following law enforcement executives *answered the call* “What issues will Kentucky law enforcement face in the next five years?”



stretched my resources to the limit. I can only imagine what it will be like in the next five years.”

*Joe Brad Hudson, Sheriff  
Grayson County Sheriff's Department*



“The issues Kentucky law enforcement will deal with in the next five years will be challenging and diverse. Considering the rapid advancement of technology within the last several years, it will be interesting to see what new equipment we will have to assist our police departments with combating crime in our communities. Some of the most serious issues will be the familiar problems such as the drug related crimes, domestic violence, computer crimes and the threat of various forms of terrorism. I am excited about the current and future improvements of crime fighting technologies, but we should always remember that, in order to be successful, we must concentrate on the implementation and training of basic law enforcement skills. We are very fortunate to have the Department of Criminal Justice Training to provide our police officers with this important training. By working together and continually educating all of our law enforcement officers, we will be able to keep our cities safe and make Kentucky a better place to live.”

*Ronnie J. Bryant, Chief  
Hazard Police Department*



to adjust their leadership and management skills to reflect the change

“Since I live in a rural area, I speak from experience when I say, ‘If methamphetamine catches on in your area, it will be devastating.’ It will continue to be made in more rural areas and then be transported to bigger cities. This will overwhelm most law enforcement communities. Methamphetamine has taken a strong hold in my area. My efforts to combat the crimes associated with this drug have

in attitude and direction these generations bring with them. Management of that change will be key in the next five years.”

*Bill Cassell, Chief  
Campbellsville Police Department*



“Kentucky chiefs and sheriffs will continue to face the traditional problems of crime, traffic crashes, domestic violence and youth crime. Also the demand for officers to be more personally involved with the community's problems will be very time consuming and expensive. The most pressing issues I see for law enforcement is the recruitment and retention of qualified officers. Law enforcement nationwide is facing a serious shortage of applicants to fill the vacancies created by retiring baby boomers and the demand for additional sworn positions. Law enforcement has traditionally screened people “out” not “in.” We must change the way we recruit. We must reduce the time it takes for applicants to be hired. Most systems take months and that's too long! Recruitment efforts must be more than announcements in the local newspaper. New methods are being developed everyday as a result of necessity. In terms of retention, pay and benefits must increase if well-qualified officers are to be maintained. But in addition to the money issues, agency executives must allow officers more input into the operation of the department. With “community policing” we are heading in the right direction, but more must be done to satisfy officers' desire to be involved with decisions that control their work environment. Each chief or sheriff will decide what works best for his or her department.”

*Larry Ball, Staff Assistant  
Kentucky Law Enforcement Council  
Dept. of Criminal Justice Training*



“I would say one of the major ones for me personally has to do with the recruitment of women and people of color. What we want in law enforcement is to be wide open and diverse. We want every aspect of our community represented. Our demographics are changing. I would like to see law enforcement represent those changes in the various departments. We have to see and understand that change is coming. I think we have to be very deliberate in our recruitment. Also, looking out that far, I think the ability, or lack thereof, to incorporate wireless technologies at all levels – local, state, federal – will be an issue all law enforcement agencies will face.”

*Ishmon Burks, Secretary  
Justice Cabinet*

## Promotions—Appointments—Retirements

# NEW CHIEFS OF POLICE ACROSS THE COMMONWEALTH

### **Bill Waltrip, Bowling Green Police Department**

Bill Waltrip was promoted to Chief of Police of Bowling Green P.D. to replace Gary Raymer, who retired after 34 years of service to the department. Waltrip has been with Bowling Green for 26 years and has served or supervised in every division of the department. He is a graduate of the 149<sup>th</sup> session of the FBI National Academy and the Southern Police Institute's 86<sup>th</sup> Administrative Officers Course.

### **Albert D. Elliott, Pioneer Village Police Department**

Albert Elliott became Pioneer Village's Police Chief in October 2000. Prior to that, Chief Elliott worked in corrections and with the Utica Police Department in Utica, Indiana. He also had served 14 years in the military and is now in the Reserves. While in the military, Chief Elliott served as a military officer and later became Air Force Security Police. For four years he served as a firearms instructor for the Security Force and Combat Arms Training and Maintenance. In the Reserves, Chief Elliott was a training and street supervisor for Emergency Medical Services. He is now the Air National Guard paralegal and works for the Judge Advocate General. Chief Elliott is currently working with the school resource officers to get the "Cops in Schools" program and to reduce domestic violence.

### **Michael R. Kendall, Paris Police Department**

Michael R. Kendall was appointed Chief of Police of the Paris Police Department October 1, 2001. Kendall's career with the Paris P.D. began in 1979. He came up through the ranks, from dispatcher to patrol to Sergeant to Captain and then to Chief. He was also the department's first D.A.R.E. officer. Since Kendall has been Chief, the Kentucky Association of Chiefs of Police declared Paris P.D. as an Accredited Law Enforcement Agency as of March 1.

### **Anthony H. Kramer, Edgewood Police Department**

Anthony H. Kramer has been the Edgewood Police Chief since June 3. Prior to taking that position, he was a Captain with the Kenton County Police Department. In his 11 years with Kenton County, Kramer served as a patrol officer, a task force officer with the DEA Task Force at the Cincinnati/Northern Kentucky International Airport, a Patrol Sergeant, Patrol Bureau Commander, and Investigative Bureau Commander. He is a graduate of the 207<sup>th</sup> session of the FBI National Academy and the XXVII session of the Police Executive Leadership College.

### **Larry J. Godby, Somerset Police Department**

Larry Godby was promoted from Major/Assistant Chief to Chief of the Somerset Police Department in August. He held the former position since 1999. Chief Godby began his law enforcement career with the Pulaski County Sheriff's Department in 1977. He was hired by the Somerset Police Department in 1982 as a police officer. In 1986, he was promoted to Police Sergeant and in 1987 to Police Lieutenant.

### **Thomas Schonecker, Covington Police Department**

Thomas Schonecker has been an officer for 32 years and moved up through the ranks to become Covington Police Department's Chief of Police. He has been in nearly every unit in Covington's department, including canine, patrol, traffic and Criminal Suppression Unit. He was also assistant chief for a year and a half. Chief Schonecker attended Morehead University, Eastern Kentucky University and is a graduate of the FBI National Academy. He also was in the U.S. Navy for four years.

### **John M. Kazlauskas, Owensboro Police Department**

John Kazlauskas became chief of the Owensboro P.D. on September 1, after he had served as acting chief for about two months. The chief grew up in Owensboro and joined the force as a patrol officer in 1966. Since then, he's served in a variety of positions in the department, including accreditation officer, captain of the planning and research division, patrol commander and captain of the professional standards division. Kazlauskas was a chief warrant officer in the Army, flying helicopters in South Vietnam in 1970 and '71. He graduated from the 102<sup>nd</sup> session of the FBI National Academy in 1975. Kazlauskas is a licensed polygraph examiner and a past president of the Kentucky Polygraph Association.

## Law Enforcement

### Kentucky Law Enforcement Memorial

## Motorists Contribute to the Cause



PHOTO CREDIT: ANNETTE HEDGES

### *Memorial foundation receives money from sale of license plates*

*Greg Howard, President  
KLEMF*

The Kentucky Law Enforcement Memorial Foundation received the first three checks, totaling \$30,410, from the sale of the Kentucky Law Enforcement Memorial Foundation license plate. The Foundation receives a quarterly check from the Department of Transportation for the sale of the license plate that is deposited into the memorial account.

Since the foundation presented First Lady Judi Patton with the first memorial license plate in December 2001, sales have been encouragingly steady. It is very rewarding

to observe cars all over our state displaying support for Kentucky peace officers.

The money received has supported officers and their families with emergency relief for a variety of reasons. Unfortunately, every year since the monument's dedication, we have added names. Next year Pulaski County Sheriff Sam Catron's name will be added to the monument during the service. We also add names of officers who were killed in the line of duty years ago when we are notified. Please continue to support the foundation by spreading the word about the memorial license plate and how it benefits Kentucky officers.

*Greg Howard, President, KLEMF*

## Backstreet Donation

On December 31, 2001, the Kentucky Law Enforcement Memorial Foundation received a \$10,000 donation from Backstreet Boy Brian Littrell and his wife Leighanne. Brian became aware of the foundation through executive board member Sergeant Rick Curtis of the Lexington-Fayette Urban County Police Department. Over the years, Sergeant Curtis learned that Brian respected police officers and their work. When Sergeant Curtis had the opportunity to share the foundation's efforts with Brian, he immediately wanted to get involved. His donation is very generous, but his real desire is to motivate others to provide support in whatever way possible. Although Brian does not currently live in Kentucky, he has many ties with high school friends, charitable organizations, family members and police officers he has known for years.

The foundation has thanked Brian for his gift, but the best way to thank him is for others to follow his lead. Please share his story and consider becoming personally involved in the foundation as well. What a wonderful way to provide support for our law enforcement officers who need our help!



PHOTO CREDIT: ANNETTE HEDGES



# 2002 Memorial Golf Tournament



*DeAnna Boling, Volunteer  
KLEMF*

On June 3, the Kentucky Law Enforcement Memorial Foundation hosted its first Memorial Golf Tournament at Gibson Bay Golf Course in Richmond. The weather was ideal as 90 golfers teed off to aid the foundation in raising money for a worthy cause. Numerous individuals and businesses contributed to the fund-raising by sponsoring golf holes. To add to the ambiance, Lexington Police Department and the Kentucky State Police each brought an antique police cruiser to display. Lexington police officer Scott May also displayed collected police memorabilia. There were various prizes available to win, including a 2002 automobile on one of the par 3 holes. A \$500 Shootout was also held for all qualifying golfers after the tournament was over. The winner of the Shootout, Terry Shipp, graciously donated his winnings back to the foundation. Lunch was provided to all participants and prizes were awarded to the top three scoring teams. The foundation collected \$7,624.50 before expenses.

The Kentucky Law Enforcement Memorial Foundation is a non-profit, organization founded to honor all fallen police officers in the state of Kentucky. The foundation has designed a memorial listing all fallen officers that is located in front of the Funderburk Building, which is the home of the Department of Criminal Justice Training in Richmond. The funds from the foundation are used to perpetuate this monument and are also available to assist Kentucky peace officers and their families with educational, medical and emergency relief. All monies donated go directly to the foundation for these families with no administrative or overhead costs.

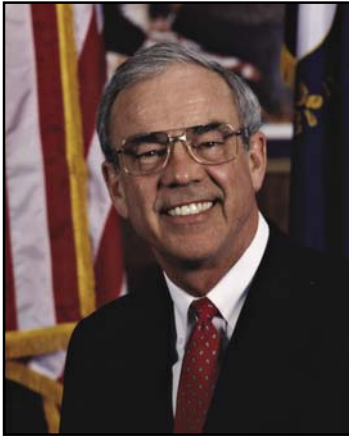
Watch for our second Annual Memorial Golf Tournament to be held in 2003. The date has yet to be determined. It promises to be bigger and better than the first!



*Members of the winning team are:  
L-R Tim Manning, Curtis Manning, Curtis L. Manning,  
Steve Manning*

## Federal resources available to states

*Paul E. Patton*  
Governor of Kentucky



Before September 11, 2001, the nation faced a broad range of critical public safety issues. In the past year, however, our country experienced its most challenging period in more than 50 years. Terrorist attacks catapulted public safety and health concerns to the top of priority lists while presenting a number of new and

unforeseen challenges. Today, each state is forced to closely scrutinize its vulnerability and to identify new ways to promote the public safety of its citizens. While homeland security is not the only concern facing us today, it has become a central component of every policy decision at the state and local level.

### ***Collaborative partnerships***

As a longstanding component of this administration's approach to reducing crime and its costs to society, Kentucky can take pride in the willingness demonstrated at all levels of government and the private sector to work together in responding to complex public safety challenges. Capitalizing on partnerships to reduce crime is a tried and true strategy—one that has been extremely successful in the commonwealth. Crime is recognized as no longer being the sole responsibility of law enforcement. Already a strong foundation for active approaches has been laid through the joint efforts of federal, state and local governments, community-based organizations and the private sector.

### ***Strong leadership***

Strong leadership is crucial in addressing crime and public safety issues. Government leaders must approach these issues in a strategic and holistic manner. Kentucky's ability to keep an eye on the big picture has allowed it to use limited state resources to leverage federal dollars during a period of unan-

ticipated revenue shortfalls. Through the passage of comprehensive criminal justice legislation in 1998, this administration has put multifaceted strategies in place to keep its citizens safe.

As chairman of the National Governors Association (NGA), it is evident that every state is focusing tremendous resources to ensure public safety, reduce victimization, and provide for homeland security. The NGA has identified several homeland security priorities, which include ensuring that adequate funding and support by the federal government is provided so that these important needs can be addressed at the state level.

As law enforcement agencies strive to achieve the goals of emerging homeland security strategies, they will need significant resources to better coordinate their efforts, to provide new services, and to protect critical elements of each state's infrastructure. This includes developing the capacity for interoperability of communications and to become educated and trained in responding to emerging concerns related to bioterrorism.

### ***Funding***

While most sources of public or private funding tend to be categorically driven, significant federal resources are available to states. In 2000 alone, 26 federal agencies awarded 170,000 grants for a broad range of programs and initiatives. The approximately \$300 billion in grant funds awarded to states accounted for 20 percent of total federal expenditures. In the public safety arena, the U.S. Department of Justice, Office of Justice Programs, distributed more than 7500 grants totaling nearly \$4.7 billion in federal funding. Although these grants represent the major sources of external funding for the commonwealth, additional resources are available through issue-specific foundations. Nearly 50,000 community, special purpose, family and corporate grant-making foundations distribute at least five percent of their assets in grants each year across the country.

## Grants available through The Kentucky Justice Cabinet

The Kentucky Justice Cabinet is the designated state agency that administers federal funding for criminal justice purposes. State and local agencies contact the Justice Cabinet for information about funding availability and grants to assist them with homeland security and other justice programs. Through the Grants Management Branch, established under the Office of the Kentucky Criminal Justice Council, staff works directly with law enforcement, criminal justice, and victim service agencies across the state. Their efforts are focused on helping agencies to clearly identify community problems; to collect data documenting the scope of the problem; to develop strategies to meet goals and objectives; and to implement effective techniques for project administration and evaluation.

In 2002, the Grants Management Branch received \$17.3 million in federal grants for criminal justice programs and awarded \$15.9 million to 258 agencies. While funds cannot be directed to every agency that submits an application, the Grants Management Branch makes every attempt to address the most critical needs and priorities across every region of the state. Kentucky has also been successful in securing special Congressional appropriations and federal discretionary grants funds to further enhance programs established through the block grant programs.

### *Quality of life in Kentucky*

Through expanded partnerships, strong leadership, effective planning, national advocacy and comprehensive approaches, Kentucky has made tremendous strides in the public safety arena. The ability to implement justice programs using federal grant dollars and leveraging limited state dollars through these awards, Kentucky has enhanced public safety and raised the level of confidence in the state's criminal justice system at this most vulnerable time in our history. The partnership commitments made today will make our neighborhoods and communities stronger and will enhance the quality of life for future generations of Kentuckians.

#### **Local Law Enforcement Block Grant**

Description/Allowable uses: Funds provided to units of local government for crime reduction and public safety programs (typically used for officers, support personnel, overtime, equipment and technology.)

Who can apply: Agencies who report an identified level of violent crime during the most current three-year period for which data is available.

Match required: 10 percent cash match

Application deadline: August 31

Web site: [www.ojp.usdoj.gov/bja/](http://www.ojp.usdoj.gov/bja/)

#### **Law Enforcement Service Fee Fund**

Description: State funding derived from fee paid by offenders convicted on charges of DUI. Funds can be used for DUI-related overtime, docucams, breath testing devices and awareness campaigns.

Who can apply: Kentucky law enforcement agencies

Match required: 25 percent cash match is required for equipment; no match is required for overtime.

Application deadline: Mid-May

#### **Edward Byrne Memorial State and Local Law Enforcement Assistance**

Description/Allowable uses: Funds are available for 28 authorized purposes and are used to create safer communities and improved criminal justice systems.

Who can apply: State and local criminal justice systems agencies via a unit of local government

Match required: A minimum of 25 percent cash

Application deadline: Mid-May

Web site: [www.ojp.usdoj.gov/bja/](http://www.ojp.usdoj.gov/bja/)

#### **Violence Against Women Act (VAWA)**

Description/Allowable uses: Funds are generally provided for victim advocacy/services (30%), prosecution (25%), law enforcement (25%), discretionary (15%) and courts (5%). Funds can be used for personnel and fringe benefits, travel, training, operating expenses and equipment.

Who can apply: Victim service programs, law enforcement, prosecutors and any program providing service to adult female victims of domestic violence and sexual assault.

Match required: 25 percent cash and in-kind match required for governmental agencies; no match is required for private nonprofits.

Application deadline: Between the end of September and early October

Web site: [www.ojp.usdj.gov/vawo/](http://www.ojp.usdj.gov/vawo/)

#### **Bulletproof Vest Partnership Program**

Description/Allowable uses: Funds are available for body armor no less than Type I — that has been tested through the voluntary compliance testing program operated by the National Law Enforcement and Corrections Technology Center of the National Institute of Justice.

Who can apply: The Kentucky Justice Cabinet applies on behalf of state law enforcement officers.

Match required: Up to 50 percent.

Application deadline: Not set.

Web site: [www.vests.ojp.gov](http://www.vests.ojp.gov)



# GRANTS\$: How do you get them?

*Donna M. Masters, Assistant Director/Grants  
Administrative Division*

"I am from a small department, need some grant money, and it doesn't matter how small it is — really, I just need about \$1,500." While the amount of money needed varies among the law enforcement agencies, that comment is one that I hear often. The short answer is: "Apply for grants." And importantly, don't take no for an answer. If you are unsuccessful in your attempt ask for the reviewers' comments (you must request them); determine what you did wrong; polish your proposal and resubmit. To quote Henry Ford, "Failure is the opportunity to try again, more intelligently."

Admittedly, writing a proposal to seek grant funding can be intimidating, and sometimes overwhelming to those who have never applied for grant funding. A first step in seeking grant funding is to

know the agency or organization to which you are applying. The application and award process among grant-making entities can be quite different. Federal agencies and large foundations often have a sophisticated application process, with multiple forms and an application packet that details the parts of the proposal required. On the state level and for smaller foundations, the process is usually somewhat less formal. Regardless of the funding source, though, there are certain steps that must be followed in the grant-seeking process. In almost all instances, the funding-source guidelines will detail the parts required in the proposal and the order in which they are to be arranged. Should that not be the case, you are always safe in using the following order:

- **Abstract/Summary** – Although this is usually placed first in the proposal, it should not be written until the other parts of the proposal are finished. It should contain who you are; the problem you seek to solve; the objectives you seek to achieve (outcomes); your methodology/activities (what you are going to do); your evaluation (how you will know if you are succeeding); your timeline (start and end date), and the total funds you need to complete the project (will also include what you are contributing). It requires your very best writing and must get the attention of the proposal reviewer in that reviewers often have many proposals to review and limited time to do it. It is not unusual for the abstract/summary to be limited to 250-500 words — total — a lot of information in a limited space!
- **Introduction** – It describes your qualifications or "credibility" as well as your purposes and goals. Here you provide statistics in support of your accomplishments. It should be as brief as possible and free of jargon.
- **Problem Statement/Needs Assessment** – It documents the needs to be met or problems to be solved by the proposed funding. It must be of reasonable dimensions (not trying to solve all the world problems), make a compelling case, and stated in terms of client/population needs—not yours.
- **Goals/Objectives** – Many new proposal writers confuse goals, objectives, and methods. Goals are overall statements of intent (e.g., "reduce traffic accidents by teenagers in the community"); objectives are specific and measurable outcomes of activities (e.g., "reduce the number of traffic accidents by 15 percent by the end of the project period"); methods/activities are ways of accomplishing the objectives (e.g., "conduct educational workshops").
- **Methods/Activities/Procedures** – They describe the activities to be used to attain your goals/objectives. They will also describe the sequence of activities, staffing of program, and timeline for all.
- **Evaluation** – It presents a plan for determining the degree of success. It also presents a plan for changing your methods if they are not working and tells who will be doing the evaluation and how the person was chosen (might be someone outside your agency).
- **Budget** – It clearly states the costs to be provided by the funding source and those provided by the applicant or other parties. It should mirror the proposal narrative and be sufficient to perform the tasks described in the narrative.
- **Future Funding** – It describes any plans for continuation beyond the grant period and how the funds will be provided. This is difficult at best, and perhaps impossible to provide or predict.

## Purpose of Grants



Writing grant proposals is a craft and definitely can be learned. The process now has a new wrinkle — submitting proposals electronically. To remain responsive to the needs of its clients, the Department of Criminal Justice Training, through the Professional Development Branch, offers the course, Grant Writing for the Practitioners. The course is intended for peace officers and supervisors whose duties include writing and submitting grant proposals. It provides basic tips for successfully submitting grant proposals.

Officers participate in team exercises in which they review and critique a previously submitted grant proposal. Officers also use funding-agency guidelines to write grant proposal sections, and learn how to administer a grant after it's funded and hear about available funding sources.

Numerous departments have already taken advantage of the course. The last class in 2002 will be held in Louisville on November 19-20. The class schedule for 2003 is: February 17-18 in Louisville; May 12-13 in Richmond; August 28-29, in Northern Kentucky.

How is Kentucky doing on the federal level in the grant-seeking process? In reviewing the website for the U.S. Department of Justice/COPS Office (<http://www.usdoj.gov/cops>), the following grants were awarded to Kentucky law enforcement agencies:

### Total for Kentucky

**Making Officer Redeployment Effective (MORE)**

**\$141,000** (Awarded 8/22/02 – one agency)

**Universal Hiring Program (UHP)**

**\$642,622** (Awarded 8/29/02 – six agencies)

**COPS in Schools**

**\$2,394,996** (Awarded 9/5/02 – 12 agencies)

Among those three federal programs, the 19 agencies funded ranged from one to approximately 450 sworn personnel and the majority had approximately 20 or less sworn personnel.

Another popular federally funded program is the U.S. Department of Justice-funded Bulletproof Vest Partnership Grant Program (<http://www.vests.ojp.gov>). It provides funding assistance to state, local, and tribal governments for the purchase of body armor. The Bureau of Justice Assistance (BJA) will match up to 50 percent of the cost of the armor, including the cost of shipping and taxes. Vests must meet the National Institute of Justice (NIJ) standards. The Kentucky Department of Local Government (contact person: Gene Kiser (502) 573-2382 and the Kentucky League of Cities (800) 876-4552 can also provide funding for bulletproof vests. Contact them to determine any deadlines for submitting requests and to determine if funds are still available for this fiscal year.

The Kentucky Justice Cabinet provides funding via the federally funded Byrne Grants contact person: Debra McGovern at (502) 564-

3251 and the Local Law Enforcement Block Grants contact person: Charlotte Ellis at (502) 564-3251.

Not even mentioned here is funding on the private level from foundations and corporations. A website to visit for private funding information is: <http://www.fdncenter.org>. Add your email to the Foundation Center listserv and you will receive daily emails on funding possibility.

So, the possibilities for funding are endless — Apply.

### Grants: Terms to know

#### Request for Proposal (RFP)

a funding source request proposal from individuals or agencies to perform a specific task or to fund specific items.

#### Guidelines

format for a written application and an outline of program goals that should be addressed in the application proposal. Guidelines are published by the agency and are available from program staff. They should be read at least five (5) times.

#### Deadline

the date (could be postmark **or** receipt date) by which an application must be submitted to the funding agency.

#### Fiscal Year

for Kentucky it is July 1-June 30. **For the federal government, it is from October 1-September 30.**

#### Matching

recipient share of the program costs and is a **condition** for receiving funding.

#### Proposal

a written request, written in the manner described by the funding agency, for a grant. It could be simply forms to be filled out or forms plus a 25-page written document.

#### Program Officer

staff member at the funding agency who can be contacted to answer any questions you might have while preparing the proposal or filling out the forms. **This is a key person to know whose name, email and phone number are usually listed in the RFP.** It is almost the norm for everyone to email, so that means that person will receive many emails. It is often more beneficial to phone that person, if nothing else to let them know who you are and your agency name. Prior to contacting the Program officer, prepare key questions for him/her.

# Cave City receives grant money

*Jacinta Feldman Manning  
Public Information Officer*

Since Billy Minton was appointed Chief of Police at Cave City last August, he has become an expert on getting something for nothing. His department and budget are both small – two things that can sometimes cripple an agency's desire to stay updated, but Minton has not let it hinder his progress at all.

He has scoured the state and nation looking for grants and surplus items to transform his agency from outdated to one with some of the latest technology and equipment.

"I'm not shy," he said. "I'll ask for anything that's free."

Over the last year and a half, Chief Minton has applied for, and received, seven grants totaling more than \$16,800. That's a lot of money for an agency whose total budget is only about \$236,000. The money has translated into new equipment, overtime for his officers and accreditation for his agency.

He has also received surplus items – either free or heavily reduced

There wasn't a lot of money in his budget. He thought he could get the funds for some of the equipment, but something like accreditation, that could look like an unnecessary extra, would take a lot of convincing to get the city council's approval, he said.

That's when he started looking into alternative funding methods to get the things he wanted. First on his list was buying bulletproof vests for his officers. He applied for a grant from the League of Cities that would provide 50 percent of the costs. When that was approved, he started looking for the other half of the money. He searched the Internet and found some grant money for bulletproof vests from the Kentucky Justice Cabinet. Again, he applied and was approved.

After he had purchased the vests, he began working on getting his agency accredited through the Kentucky Association of Chiefs of Police. The accreditation fee was \$1,000. He again turned to the League of Cities, where he was awarded a grant that paid half the fee.



*Chief Billy Minton uses a wireless radio his agency bought with grant money.*



*Cave City P.D. bought computers, wireless radios and bulletproof vests with grant money. The funds also helped the agency pay accreditation fees.*



*The agency received a truck from military surplus.*

in price – that have helped in the updating process as well.

All of the agency's cruisers have in-car video systems that were being sold as surplus from Kentucky Motor Vehicle Enforcement. Though they are not the newest models, each car is outfitted with a camera that records what is going on outside the cruiser. The cost to the agency was only \$500. Minton estimated it would have cost him around \$60,000 to buy the same equipment brand new. The agency also received four computers free from The Rural Law Enforcement Technology Center.

Minton, who had never applied for a grant before he was appointed chief, said he just jumped in headfirst and started searching the Internet for grant opportunities.

"It's kind of a trial and error thing," Minton said. "Just knock on wood, thank goodness, I haven't been turned down yet."

When Minton was first appointed chief there was a lot to be done. His officers needed new bulletproof vests, they didn't have computers and the newly appointed chief was interested in getting the agency accredited.

"I was sort of thrown in the hot seat," he said, thinking back to his first days in his new position.

Cave City has also received grants that pay for equipment and overtime and purchased new computers for the station.

"If it wasn't for some of these programs out here, especially the grants, it would be very difficult for small agencies to stay updated," Minton said.

Cave City Mayor Bob Hunt said there was "no way" the city council would have been able to fund some of the things Chief Minton and his staff have been able to do with grant money.

"Without the help of the grants it would have been impossible for the department to achieve some of the things it has achieved," he said.

Hunt praised Chief Minton's aggressive search for free money.

"He's willing to go that extra mile that will help not only his department, but also the constituents he serves," he said.

Minton said the grant money has done more than just help his agency buy new equipment. The accomplishments they have earned, like accreditation, have helped change attitudes.

"The last year we have made a major turn around," he said. "Our arrests are up, the morale of the police officers have just gone through the ceiling. It makes them want to work."



# Web sites for grant information

## Justice Technology Information Network

[www.nlectc.org](http://www.nlectc.org)

The National Law Enforcement and Corrections Technology Center's JUSTNET Web site offers descriptions of about 25 grants for law enforcement officers and links to Internet sites of the organizations that provide the grants. Grants listed at JUSTNET cover a variety of needs – from body armor to community policing assistance to rapid DNA analysis for states that have a backlog of convicted offender samples waiting for testing.

## U.S. Department of Justice's Community Oriented Policing Services Office

[www.usdoj.gov/cops](http://www.usdoj.gov/cops)

This site gives information about the COPS grant "MORE" – Making Officer Redeployment Effective. The MORE grant program is designed to expand the time available for community policing by current law enforcement officers through the funding of technology, equipment, and support staff, including civilian personnel, according to the COPS Web site.

## U.S. Department of Justice's Office of Justice Programs

[www.ojp.usdoj.gov](http://www.ojp.usdoj.gov)

On this Web page, grant-seekers can find links to current funding opportunities through OJP listed by their source as well as downloadable applications for some. A plethora of other grant-related information also is available at the site, including states that are administering OJP grants and an OJP "At-A-Glance" that tells the reader about funding available for particular causes, such as using technology in fighting crime and building strong communities, to name a couple.

## U.S. Department of Justice

[www.usdoj.gov](http://www.usdoj.gov)

This site provides links to the agencies under the DOJ as well as information about the Department of Justice Response Center, which offers assistance and answers inquiries from the public, law enforcement agencies, institutions, and grantees about grants and programs, funding opportunities and grant-management related questions.

## The Grantsmanship Center

[www.tgci.com](http://www.tgci.com)

TGC's Web site offers information on the five-day training workshop it holds about writing grant proposals, searching for grants and more. It also provides links to other sites on which grant information can be located.

## The Foundation Center

[www.fdncenter.org](http://www.fdncenter.org)

This site offers a search to find foundations that offer grants, as well as, online tutorials on proposal writing, grant guides, information about free and fee-based classes the foundation offers and more.

### Grants available through The Kentucky League of Cities

Several "Law Enforcement Safety & Liability" grants are available for agencies that were members of the Kentucky League of Cities (KLC) Workers' Compensation Trust or Law Enforcement Liability Insurance program during the 2001-2002 policy year.

Grant monies may be used for a variety of program needs that will help reduce liability losses and improve employee safety in the law enforcement agency.

Among the areas eligible for funding are accreditation program fees, in-car video cameras, ballistic vests (up to \$200 per vest/\$2,000 per department), traffic vests, training not otherwise available, facility improvements for accreditation purposes and hepatitis B vaccinations.

If the application is approved, KLC will reimburse the city in the amount of the grant funding. The city must match 50 percent of the grant amount.

A definite deadline hasn't been set for the 2003 grant cycle yet, but KLC expects that applications will have to be postmarked by March 1 and that grant applicants will be notified by April 1 if they have been approved and of the amount of funding they will receive.

For more information, call Dan Hunter or Patrick Dame at (800) 876-4552.

## POPS Training Deficiency Status

*Stephanie Bingham, General Counsel*

The Legislative Review in the last edition of the Kentucky Law Enforcement News informed you that a new POPS category, “training deficiency status,” was created through House Bill 157 (KY Acts chapter 132). The definition is found in KRS 15.386(4), as follows:

“Training deficiency status” means that unless the certification is in revoked status or inactive status, the officer is currently employed or appointed by an agency and has failed to meet all in-service training requirements. The officer’s enforcement powers shall automatically terminate, and he or she shall not exercise peace officer powers in the commonwealth until he or she has corrected the in-service training deficiency.”

As you can see, it applies to those officers currently employed by a law enforcement agency who have not met their in-service training requirements. IT IS A STATUS THAT DESERVES A CLOSER LOOK SINCE IT HAS A HUGE IMPACT ON AN OFFICER AND HIS OR HER AGENCY AND COMMUNITY SINCE IT RESULTS IN THE LOSS OF THE OFFICER’S SWORN AUTHORITY UNTIL THE TRAINING DEFICIENCY IS CORRECTED.

POPS in-service requirements are found in KRS 15.404(2):

All peace officers with active certification status shall successfully complete forty (40) hours of annual in-service training that has been certified or recognized by the Kentucky Law Enforcement Council, that is appropriate to the officer’s rank and responsibility and the size and location of his department.

When an officer fails to complete the required in-service training, the following occurs:

...Any peace officer who fails to successfully complete in-service training within the specified time periods, including extensions, shall lose his or her law enforcement powers and his or her certification status shall be changed to training deficiency status. When a peace officer is deficient in required training, the commissioner of the department or his or her designee shall notify the council, which shall notify the peace officer and his or her agency. Krs 15.404(4).

The officer may regain his or her active certification status and sworn authority by completing in- service classes to correct the training deficiency:

An officer who has lost his or her law enforcement powers due solely to his or her failure to meet the in-service training requirements of this section may regain his or her certification status and law enforcement powers upon successful completion of the training deficiency.KRS 15.404(5).

When the Kentucky Law Enforcement Council [KLEC] has been advised by the Commissioner of DOCJT that an officer has failed to meet the mandatory in-service training requirements to maintain Active Peace Officer Certification, KLEC will send a notice to the officer and his or her agency placing the officer in Training Deficiency Status. A copy of the officer's training record shall be attached. The action may be appealed to the Secretary of the Justice Cabinet pursuant to 503 KAR 1:130.

Once the letter is received, you should contact the KLEC at (859) 622-6218 so that they may assist you in the process to recover Active Certification as quickly as possible.

Please also note that an officer who is in Training Deficiency Status at the time he or she leaves law enforcement and is placed in Inactive Status, may be required to complete up to 80 hours of in-service training to regain Active Certification upon re-employment as a peace officer. KRS 15.386(3)(b).

DOCJT is planning to send a mailing to all law enforcement agencies that contains a list of officers and the training that they have completed during calendar year 2002 to help you avoid this problem. Please remember that all requests for training extensions should be sent to DOCJT by December 1, 2002 to insure that they are placed on the Compliance Board agenda for the December meeting. POPS in-service extensions cannot be granted beyond June 30, 2003, at which time any officers failing to meet 2002 POPS training requirements will be placed in Training Deficiency Status.

## Questions may be directed to:

POPS Office	(859) 622-6218
Compliance Board/Extensions	(859) 622-8081
DOCJT/Records or Registration	(859) 622-1328



## Analysis of Kentucky's new laws to combat methamphetamines

*Michael S. Schwendeman, Attorney III*  
*Legal Training Section*

**The Kentucky General Assembly provided two new statutes for law enforcement to use in the fight against the scourge of methamphetamine (meth) and the clandestine labs that produce it.**

**KRS 218A.1437, Possession of a Methamphetamine Precursor, and KRS 218A.1438, Distribution of a Methamphetamine Precursor became effective on July 15, 2002.**

**These new laws fill gaps in the sweep of Kentucky's existing laws in dealing with the meth problem.**

Meth is defined as a controlled substance.<sup>1</sup> Trafficking in meth is punishable as trafficking in controlled substances in the first degree<sup>2</sup>, and possession is punishable as possession of controlled substance in the first degree.<sup>3</sup> Manufacturing meth is a separate criminal offense from trafficking, unlike the manufacturing of any other controlled substance which would be considered part of the offense of trafficking.<sup>4</sup> KRS 218A.1432(1)(b) includes possession of chemicals and equipment for the manufacture of meth with intent to manufacture. Violations of KRS 218A.1432 are punishable as Class B felonies on the first offense, and as Class A felonies on subsequent offenses.

It has sometimes been very difficult to obtain a conviction under KRS 218A.1432(1)(b) when the defendant did not have all, or a substantial number, of the chemicals and pieces of equipment necessary to cook meth. Suspects are often found with large quantities of ephedrine-type over the counter cold and allergy products, a necessary meth precursor, but with few of the other materials. KRS 218A.1437 provides a new tool to go after suspects who have been obtaining large quantities of these products with intent to cook meth. The new law enables law enforcement to bring a serious charge against such persons when a case cannot be made under KRS 218A.1432(1)(b).

KRS 218A.1437 makes it a crime to knowingly and unlawfully possess a drug product or combination of drug products containing ephedrine, pseudoephedrine, or phenylpropanolamine, or their salts, isomers, or salts of isomers with the intent to use them to manufacture meth or any other controlled substance. Possession of drug products in any combination containing more than twenty-four (24) grams of ephedrine, pseudoephedrine, or phenylpropanolamine, or their salts, isomers, or salts of isomers will be deemed prima facie evidence of intent to possess for the purpose of manufacturing meth.<sup>5</sup> Note that the statute specifies 24 grams of these ingredients, not the weight of the entire pill or capsule. There are other ingredients and fillers in all of these preparations, and these compounds make up only a portion of them. The quantity of the ephedrine-type agents in each dose varies from product to product, typically between 30 and 60 milligrams. It will be necessary to calculate the quantity to determine if the 24-gram threshold has been reached. For example, if the product in question contains 30 milligrams per tablet, it would take 800 tablets to reach 24 grams.

However, if a suspect has a substantial quantity of ephedrine-type products, but not 24 grams worth, you are not precluded from charging a violation of KRS 218A.1437. Remember, the 24-gram threshold simply is the quantity that gives us a prima facie case, and shifts the burden of proof to the defense to offer at least some evidence that

the defendant had this much product for a legitimate purpose. If you have a suspect with a substantial quantity, but less than the 24 grams, you can still proceed. To the extent that you have other evidence that supports the intent, your case is stronger. Even without it, we can arguably infer intent from the mere fact that a suspect has a substantial quantity of these products in his or her possession. There are few, if any, legitimate reasons for most people to have that many doses in their possession.

Of course, there are some persons who would have a legitimate reason to have large quantities of these drug products in their possession. These would be people involved in the health care industry, such as pharmacists and distributors of drug products, as well as common carriers. KRS 218A.1437(2)(b) lists seven categories of persons for whom the possession of 24-gram prima facie case would not apply.

The second new law to combat the spread of meth is KRS 218A.1438, Distribution of a Methamphetamine Precursor. This law makes it a crime to knowingly and unlawfully sell, transfer, distribute, dispense or possess with intent to do so, any drug product or combination of drug products containing ephedrine, pseudoephedrine, or phenylpropanolamine, or their salts, isomers or salts of isomers, if the person knows that the purchaser intends to use the product as a meth precursor, or the actor sells, transfers, distributes, dispenses same with reckless disregard as to how the purchaser will use it. This statute will enable law enforcement to go after distributors and wholesalers who provide the precursors to the meth cooks, knowing what they intend to use it for. This law is written to largely foreclose willful ignorance or blindness as a defense. Some distributors have used as a shield the claim that they did not know the purchaser intended to use the products as a meth precursor. If a distributor is caught selling substantial quantities of ephedrine-type products to meth cooks, they now have no good defense. There are few, if any, legitimate reasons most people would have need of such quantities. If the sale is done outside of ordinary commerce, this should be a very easy case to make. A legitimate user would not go outside of the normal commercial distribution channels. Any sale made would therefore be done with the seller either knowing the purpose or with reckless disregard for the purpose of the purchase.

Both KRS 218A.1437 and 218A.1438 are Class D felonies for first offenses, and Class C felonies for subsequent offenses.

<sup>1</sup> KRS 218A.010(4)

<sup>2</sup> KRS 218.1412

<sup>3</sup> KRS 218A.1415

<sup>4</sup> KRS 218A.1432, KRS 218A.010(28)

<sup>5</sup> KRS 218A.1437(2)(a)

# An International Driver's Permit?

Shawn M. Herron, Attorney III

## Legal Training Section

In recent months, Kentucky officers making traffic stops have reported that the drivers have presented them with “International Driver’s Permits,” “International Driver’s Licenses” or similar documents. What are these documents and do they give the holder permission to drive in Kentucky?

The answer is no. International Driver’s Permits are legitimate documents used worldwide, but an IDP does not, in and of itself, give the driver the authority to drive in the United States.

In 1950, the United States ratified the International Convention on Road Traffic<sup>1</sup>, which was intended to promote “the development and safety of international road traffic by establishing certain uniform rules.” This convention established certain basic safety rules for vehicular and animal traffic throughout the signatory countries. Of particular interest to Kentucky law enforcement officers is Article 24, which addresses the type of documentation that a driver must have outside their own country, and in particular, the issuance of an International Driving Permit (IDP). The essential purpose of this document is to translate the critical information on an individual’s operator’s license into a variety of common world languages, such as English, Russian, Chinese, Spanish, Italian, Japanese, French, German and Arabic. The permit is not itself a license to drive.

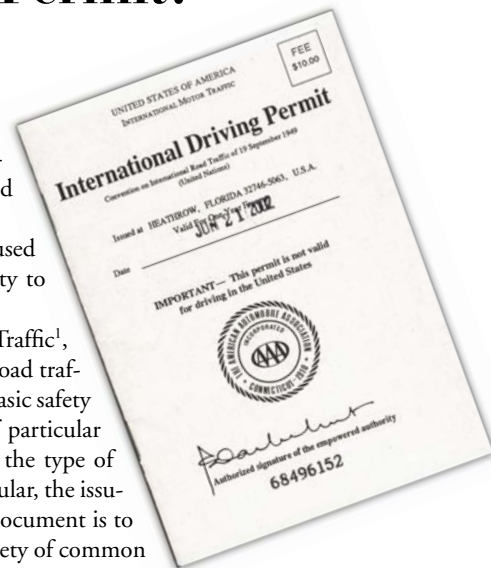
Recently, a number of Internet sites have offered for sale International Driving Permits (also referred to as an International Driver’s License, or other variations on the terminology). Some of the sites do indicate that the IDPs are not for use in the home country, the United States, while others are not so scrupulous. Some purport to sell IDPs from other countries, such as Honduras, which would then appear to be valid for use in the United States. In some instances, these companies are deceptive in representing what an IDP permits a driver to do. Many advertise the IDP as a way to avoid having a state operator’s license, and as a “legal” alternative if one’s state license is revoked or suspended.

In the United States, only the American Automobile Association (AAA) and the National Automobile Club (NAC) are authorized by the U.S. Department of State to issue the IDP to U.S. citizens. A U.S. citizen must provide two passport-size photos, their valid state license, a \$10 fee, and must complete an application. This can be done by mail or in person at any AAA or NAC office. Some offices will take the photographs if the applicant does not provide them, for an additional fee. U.S. permits are limited in validity from one year of the date of issue. Individuals traveling overseas for an extended period may also renew them by mail. However, as stated above, a U.S.-issued IDP is not valid in the United States. Each country sets the standard for the issuance of IDPs to their own citizens.

Nonresidents are permitted to drive in Kentucky on their home state or country operator’s license if their own state or country accords similar privileges to Kentucky residents. A nonresident alien whose home country does not license drivers may drive in Kentucky for no more than 30 days in any one year in the state.<sup>2</sup> Kentucky does not require a foreign visitor to present an IDP, although certainly the information provided on the IDP may be useful if the original operator’s license is not in English. However, a foreign visitor may not drive only on the IDP. It must be accompanied by an operator’s license from the driver’s home country, if the home country issues operator’s licenses, as virtually all countries now do. In other words, the IDP and the operator’s license must match; they must both be issued by the same country. A citizen of Kentucky, or a non-resident who is a citizen, may not drive on an IDP, as an IDP has no validity in the home country of the driver. A U.S. citizen who is not a resident of Kentucky must present a valid operator’s license from their home state to be considered a legal, licensed driver in Kentucky.

<sup>1</sup> Geneva, 1949, ratified by the U.S. August 17, 1950

<sup>2</sup> KRS 189.430



*Failure by any United States citizen or foreign national (who is not resident in Kentucky) to present a valid operator’s license from their home state or country of residence should result in a citation (at least), for “No Operator’s License,” a violation of KRS 186.410. Certainly a foreign national whose home country does not officially license drivers may present this information in court as a defense. Residents of Kentucky, whether a U.S. citizen or foreign national, are required to obtain a Kentucky operator’s license, and failure to do so is also a violation of the law. College students who also carry appropriate student identification are exempted from this provision, and may continue to drive on their original operator’s license. All persons driving in Kentucky are required to follow the motor vehicle laws of the Commonwealth.*

## Police tactics and the Kentucky Open Records Act

*Michael S. Schwendeman, Attorney III*  
*Legal Training Section*

It has been a matter of concern in some police agencies that criminal elements may use the Kentucky Open Records Act (ORA)<sup>1</sup> to obtain specific information on police tactics and training in response to a given situation. Of particular concern are post officer-involved shooting reports that identify vulnerabilities created by tactics or equipment used by officers. Armed with the information such reports provide, it is possible criminals may use that information to thwart the tactics, or worse yet, to ambush officers. Is there a legal basis to deny a party making an ORA request documents containing information on tactics?

The ORA, like many comparable laws across the nation, was enacted in response to the Watergate Scandal of the early 1970s that led to the resignation of President Richard Nixon. It was perceived that if public officials and agencies were to be held accountable for their actions, it was necessary for the public to have access to agency records.<sup>2</sup> The law applies to all state and local law enforcement agencies. While the law does provide exceptions for when records may be denied to the public, they are statutorily defined, and are "strictly construed."<sup>3</sup> Put more simply, the default condition is that a party making a request for records pursuant to the ORA will get what they want. The applicant can only be denied if the exceptions plainly apply.

The ORA provides a list of exceptions to disclosure in KRS 61.878. Of interest here is the one found at KRS 61.878(1)(l). "Public records or information the disclosure of which is prohibited or restricted or otherwise made confidential by enactment of the General Assembly." The legislature has made provisions for certain records, dealing with a broad range of topics, to be kept confidential in separate legislation. Since the legislature enacted both the ORA and these other laws, it has discretion to decide that the confidentiality requirements of the other laws will override ORA.

KRS 17.150 requires law enforcement agencies and criminal justice agencies to prepare and maintain records on a variety of topics. These include intelligence and investigative reports, which are typically subject to public inspection once the prosecution is completed or a decision is made not to prosecute.<sup>4</sup> However, the statute provides that portions of these records may be withheld from inspection if disclosure would reveal or could reveal the identity of confidential informants, certain information of a personal nature, and information that is to be used in a prospective law enforcement action.<sup>5</sup> Most importantly, it also permits withholding portions of reports which, if released to the public, would disclose "[I]nformation which may endanger the life or physical safety of law enforcement personnel."<sup>6</sup>

Reports that contain information that could endanger officers if released would seem to meet this exception. Notice that the exception does not authorize withholding of the entire report, but only those portions that have the sensitive information. In such cases, the information that creates the danger would be removed from the report, and the remaining portion provided if requested.

If an agency were to invoke the provisions of KRS 17.150(2)(c) and KRS 61.878(1)(l) and withhold a portion of a report, it would not be enough to merely advise the requestor that they cannot have it, or simply cite the statutes and offer no further explanation. Pursuant to KRS 61.880(1), the agency's custodian of records would have to offer a brief written explanation of how the exception invoked applies to the records being withheld. The response will constitute the agency's final action on the matter.

It must be understood that the agency's official denial of access to the redacted/reduced material is not necessarily the final word in the matter. The requestor may file a request with the Attorney General of Kentucky (OAG) to review the denial by the agency. They shall forward a copy of their written request to the agency and the official response of the custodian of the agency's records. The OAG will then review the request and the denial. The OAG may request the agency to provide it the redacted material so that it may independently evaluate whether the denial was justified under the exceptions claimed. The burden of proof that the refusal was justified or not will rest with the agency, not the requesting party. The losing party will have thirty (30) days to appeal the decision in the circuit court of the county in which the agency's principal place of business is located. It will be treated as an original action, and again the burden of proof for the necessity of the withholding will be on the agency. If no appeal is taken, the OAG decision shall have the force and effect of law, and be enforceable in the circuit court.<sup>7</sup>

If the circuit court orders release, either through enforcement of an OAG decision or having heard the appeal and deciding in favor of the requestor, the agency may be assessed with the requestor's attorney's fees. Failure to produce the records after the court has made an entry of judgment to produce the records is punishable as contempt.

Obviously, KRS 17.150 is potentially very helpful in protecting critical tactical information from disclosure. It is not a silver bullet that is guaranteed to trump all requests, however. All such cases are ultimately evaluated on their specific facts and merits. Should a law enforcement agency seek to invoke KRS 17.150 in these matters, it had better be ready to defend its decision. Therefore, it is recommended that agencies be very discriminating in reviewing these reports to make sure to only redact those parts that truly endanger the safety of officers if released.

<sup>1</sup> KRS 61.870 – KRS 61.884

<sup>2</sup> KRS 61.871

<sup>3</sup> *ibid*

<sup>4</sup> KRS 17.150(2)

<sup>5</sup> KRS 17.150(2)(a),(b), & (d)

<sup>6</sup> KRS 17.150(2)(c)

<sup>7</sup> KRS 61.880, KRS 61.882



## Employment contracts help retain officers

*Stephanie Bingham, General Counsel*

A current issue of great concern to law enforcement is the retention of qualified officers. Senate Bill 100 passed during the 2002 General Assembly and codified as KRS 70.290 may provide assistance with this problem through employment contracts in some circumstances. The full text of KRS 70.290 follows:

- (1)(a) City and county law enforcement agencies, including sheriff's offices, may, as a condition of employment, require a newly appointed deputy sheriff or peace officer who will participate in the Kentucky Law Enforcement Foundation Fund Program, authorized by KRS 15.410 to 15.510, to enter into an employment contract for a period of no longer than three (3) years from the date of graduation from the Department of Criminal Justice Training, or other training approved by the Kentucky Law Enforcement Council.
- (b) If a deputy sheriff or peace officer who has entered into a contract authorized under this subsection accepts employment as a peace officer with another law enforcement agency, that law enforcement agency shall reimburse the law enforcement agency that initially hired the deputy sheriff or peace officer for the actual costs incurred and expended which are associated with the initial hiring of that officer, including, but not limited to, the application process, training costs, equipment costs, salary and fringe benefits. The law enforcement agency that initially hired the deputy sheriff or peace officer shall be reimbursed for the costs from the time of the deputy sheriff or peace officer's initial application until graduation from the Department of Criminal Justice Training.
- (c) The amount of reimbursement authorized by this subsection shall be prorated based upon the percentage of time that the deputy sheriff or peace officer completed of his or her employment contract. The amount of reimbursement authorized by this subsection after the pro rata amount is calculated shall be reduced by the cost of the training provided by the Department of Criminal Justice Training for the subject officer.
- (2) If a peace officer who has been employed by a state law enforcement agency for three (3) years or less accepts employment as a peace officer with a city or local law enforcement agency that city or local law enforcement agency shall reimburse the state law enforcement agency that initially hired the peace officer for the costs expended with the initial hiring of that officer, including, but not limited to, the application process, training costs, equipment costs, salary and fringe benefits. The state law enforcement agency that initially hired the peace officer shall be reimbursed for the costs incurred and expended from the time of the peace officer's initial application until graduation from a Kentucky Law Enforcement Council approved training academy. The amount of reimbursement authorized by this subsection shall be prorated based upon the percentage of time that the peace officer has been employed.

### SUMMARY - MAJOR PROVISIONS of SECTION (1):

#### BASIC REQUIREMENTS

- City law enforcement agencies; and  
COUNTY LAW ENFORCEMENT AGENCIES  
INCLUDING SHERIFF'S OFFICES
- May, as a condition of employment, require newly appointed officers or deputies **who will participate in KLEFPF** to enter into an employment contract
- The contract cannot exceed three (3) years from the date of graduation from DOCJT training or other KLEC approved training
- ❖ **KRS 70.290(1) therefore applies only to KLEFPF agencies and newly hired full-time deputies or officers**

#### REIMBURSEMENT

- If an officer or deputy has entered into a contract authorized by KRS 70.290(1) and accepts employment with a new law enforcement agency, the new agency shall reimburse the initial hiring agency:
  - ◆ **Actual costs** associated with the initial hiring including (but not limited to):
    - ☐ application process; and
    - ☐ training costs; and
    - ☐ equipment costs; and
    - ☐ salary; and
    - ☐ fringe benefits
  - ◆ Costs shall be reimbursed from the time of the initial application until graduation from DOCJT
- Reimbursement must be prorated/reduced for the percentage of time completed on the employment contract.
- The amount of authorized reimbursement after the pro rata amount is calculated must be reduced by the cost of the training provided by DOCJT for the officer or deputy.

The provisions of Section (2) will not be discussed in detail in this article, but should be noted by local agencies as they may affect your hiring decisions in the future. This section mandates similar reimbursement provisions to state law enforcement agencies when a city or local law enforcement agency hires an officer from them.

If you participate in KLEFPF and are interested in exploring the potential benefits that the employment contract provisions established in KRS 70.290 may have in officer/deputy retention, I encourage you to discuss this option with the legal counsel for your agency.

# LEGISLATIVE

## I D E N T I T Y


Fighting, managing and dealing with the crime of the electronic age

## T H E F T

*J. Allan Cobb, Assistant Commonwealth's Attorney  
Jefferson County*

*But he that filches from me my good name,  
Robs me of that which not enriches him,  
And makes me poor indeed.*

William Shakespeare



The bad news first: On July 30, 2002, the federal government issued a report listing identity theft as the nation's fastest-growing crime. With an estimated victimization of over one million people this year alone, no other crime compares with the sheer volume of victims and resulting financial losses identity theft inflicts. In terms of victims and funds stolen, identity theft reigns supreme.

Now for the worst news: This same report brings to light something hundreds-of-thousands of identity theft victims already know. The vast majority of law enforcement agencies are not prepared to deal with — in even the most perfunctory way — identity theft crimes. A chief deputy attorney in Philadelphia, Pennsylvania, summed it all up when he said there is little incentive for police departments to spend resources on identity theft investigations. Such inaction is akin to an ostrich burying his head in the sand hoping all troubles disappear because they cannot be seen anymore. Such wishful thinking does nothing to help fight this crime. In fact, such an attitude only helps perpetuate identity theft by giving criminals the green light to go forward at full steam!

While not yet occurring in the epic proportions some states are now seeing, identity theft crimes in Kentucky are growing at an alarming rate. While not yet rampant, soon every law enforcement agency in the Commonwealth of Kentucky will be approached by a victim of identity theft. Citizens of the Commonwealth deserve more than a “head buried in the sand” mentality. There is no reason these victims should not be afforded the same law enforcement response as any other victim of a felony crime. Unfortunately, as identity theft is a non-traditional crime, most law enforcement officers and the departments in which they work, even those in the largest of cities, seem to be unaware of the importance of taking criminal reports of identity theft, much less the ways and means of investigating such crimes.

*Continued on the next page*



#### I. What is identity theft and how did it become the problem it is today?

Simply put, identity theft is the taking of someone's identity or identifying information for the purpose of receiving a right or benefit the "real" person is entitled to. This right or benefit usually takes the form of credit, money, loans, land rights or any other financial gain. Comprising the vast majority of all identity theft crimes, financial wrongdoings are not the only misdeeds committed by using someone else's identity. Identity theft also includes assuming another person's identity for the purpose of vote-fraud, escaping detection from law enforcement and avoiding creditors.

Identity theft is nothing new. Accounts of people assuming the identity of someone else for financial or other personal benefit are reported in the Bible; Jacob posing as his twin brother Esau to receive Isaac's blessings, and Peter denying Christ to avoid detection by the Romans and are chronicled, in some way, in the history of every culture throughout the world. If identity theft is so old, the obvious question is why is this crime just now exploding across the nation, and becoming the most financially lucrative, most financially damaging and fastest growing crime? The simple answer is, we owe it all to the federal government and technology.

In 1935, the federal government passed the United States Social Security Act, assigning identification numbers to be used to account for recipients of specific government benefits. These identifying numbers were not originally to be used for any other purpose of identification. In 1943, however, President Theodore Roosevelt signed Executive Order 9397, requiring all federal agencies to use Social Security numbers within all federal record keeping systems. In 1961, the Internal Revenue Service

used this Executive Order to mandate Social Security numbers be used for taxpayer identification purposes. With the resulting technological revolution beginning in the 60's, computerized record keeping induced the widespread adoption of the Social Security number as "THE" personal identification number for all government and non-government agencies. If this number is good enough for the largest financial institution in the world, the United States Federal Government, it is readily apparent why everyone else, for the sake of convenience and simplicity, also uses this number.

Today a person's Social Security number is both a national identification number, and via acceptance by financial and business institutions, the identification number that is used for that which drives today's world economy: credit. Cash is slowly but surely going the way of the videotape: still around, still handy, but used less and less. In short, credit is king. The requirement of a face-to-face meeting to close financial deals has gone the way of the dodo. All that is necessary now to obtain cash, credit, property, or any other conceivable benefit is an acceptable credit rating based upon the *de facto* national identification number, the Social Security number. Unfortunately, technology specifically, the Internet has made personal data, such as Social Security numbers, readily available to anyone with the funds to purchase such information (generally around \$35). Accordingly, a paperless financial system, making face-to-face business transactions unnecessary and actually disfavored, combined with technological advances making public access to personal data both easy and lucrative, gives criminals the ability and incentive to commit an easily perpetrated crime.

#### II. Kentucky's identity theft statute

##### (What it Means to You)

##### KRS 514.160 Theft of identity.

1. A person is guilty of the theft of the identity of another when, without the other's consent, he or she knowingly possesses or uses any identifying information of the other person, such as one's name, Social Security number, birth date, personal identification number or code, which is kept in documents, photo or electrical copies, computer storage or any other form of document retrieval and storage, and the theft is committed with the intent to represent that he or she is the other person for the purpose of:

##### WHAT IT MEANS TO YOU:

Act must be intentional.

Act must occur without victim's knowledge (watch-out for accomplice liability where two or more people are attempting to commit a fraud and report the crime as identity theft to cover the loss).

Almost any possible identifying information comes under this statute (if it is identifying information, it falls under this statute).

Actor must intend to unlawfully represent the other person (watch-out for husband/wife problems during or after a divorce).

- i. Depriving the other person of property;

**WHAT IT MEANS TO YOU:**

Anything of value (including tangible & intangible property, contract rights, and interests or claims in wealth).

- ii. Obtaining benefits or property to which he or she would otherwise not be entitled;

**WHAT IT MEANS TO YOU:**

To secure, transfer, bring about the transfer, or to take without permission, and/or unlawfully.

- iii. Making financial or credit transactions using the other person's identity;

**WHAT IT MEANS TO YOU:**

Any transaction involving money or credit in any possible way (just about anything you may think of).

- iv. Avoiding detection; or

**WHAT IT MEANS TO YOU:**

Escaped convicts, assumed identities and/or hiding from collection agencies. Anytime where someone wants to avoid being who they really are.

- v. Commercial or political benefit.

**WHAT IT MEANS TO YOU:**

Commercial benefit: any benefit involving money, credit or any security interest.

Political benefit: primarily geared towards voting fraud.

**2. Theft of identity is a Class D felony.**

**WHAT IT MEANS TO YOU:**

1 to 5 years in prison.

Statutory cap of 20 years.

Probation Eligible.

Defendant is eligible for pre-trial diversion (only with the Commonwealth's approval).

**3. This section shall not apply when a person obtains the identity of another to misrepresent his or her age for the purpose of obtaining alcoholic beverages, tobacco or another privilege denied to minors.**

**WHAT IT MEANS TO YOU:**

Do not charge someone under twenty-one (21) with ID Theft for having a fake ID when the sole purpose of the fake ID is purchasing alcohol.

**4. This section does not apply to credit or debit card fraud under KRS 434.550 to 434.730.**

**WHAT IT MEANS TO YOU:**

ID Theft is different from Credit Card and Debit Card Crimes.

Can charge person for ID Theft for obtaining the Credit/Debit in certain circumstances but, when they use the Credit/Debit card, those acts come under KRS 434.550 *et. al.*

**5. Where the offense consists of theft by obtaining or trafficking in the personal identity of another person, the venue of the prosecution may be in either the county where the offense was committed or the county where the other person resides.**

**WHAT IT MEANS TO YOU:**

VERY IMPORTANT:

Venue (where the person may be prosecuted) lies where:

- 1) the offense occurred; OR
- 2) the victim resides!

**6. A person found guilty of violating any provisions of this section shall forfeit any lawful claim to the identifying information, property, or other realized benefit of the other person as a result of such violation.**

**WHAT IT MEANS TO YOU:**

If person is convicted, they give-up any rights of interest in the identity. For example (this actually happened): a person who assumes someone else's identity and wins the lottery or obtains other such "found money," they give-up all rights to such money, and it goes to the person whose identity was stolen.

**Effective: July 14, 2000**

**WHAT IT MEANS TO YOU:**

Crime must have occurred after July 14, 2000.

This is very important as most identity theft crimes being discovered actually occurred prior to July 14, 2000. The main reason for the delay in discovery is that people are taking advantage of historically low interest rates to refinance homes, cars, etc., and are just now finding evidence of the identity theft when they receive the credit reports necessary for closing these loans. Hence, the importance of reviewing credit reports at least once a year.

*Continued on the next page*

# Legal Information

## Special Submissions

### KRS 514.170 Trafficking in Stolen Identities

1. A person is guilty of trafficking in stolen identities when without the other's consent, he manufactures, sells, transfers, purchases, or possesses with intent to manufacture, transfer, purchase, or sell the personal identity of another person for any purpose listed in KRS 514.160(1). The personal identity of an individual includes any identifying information of that person, such as one's name, Social Security number, birth date, personal identification number or code, which is kept in documents, photo or electrical copies, computer storage, or any other form of document retrieval and storage.

#### WHAT IT MEANS TO YOU:

For this offense, Defendant must take ID information and have them for purposes of sale or distribution. Look for numerous Social Security cards, Birth Certificates, credit/Debit cards, etc.... Also, pay attention to computer generated documents and materials. An abundance of such materials is significant evidence of trafficking in stolen identities.

2. Possession of five (5) or more separate identities shall be prima facie evidence that the identities are possessed for the purpose of trafficking.

#### WHAT IT MEANS TO YOU:

Do not need five (5) separate identities to charge the crime. Five (5) is just *prima facie*, and will get the charge indicted if there is nothing else. Only need two (2) or more identities possessed to make the charge if you have additional information to prove the defendant had the identities for the purpose of selling them.

3. Trafficking in stolen identities is a Class C felony.

#### WHAT IT MEANS TO YOU:

5 to 10 years.  
Statutory cap of 20 years.  
Probation Eligible.  
Not eligible for pre-trial diversion.

### KRS 532.034 Restitution for Financial Loss Resulting from Theft of Identity or Trafficking in Stolen Identities

1. A person found guilty of violating any provisions of KRS 514.160 or 514.170 shall, in addition to any other punishment, be ordered to make restitution for financial loss sustained by a victim as a result of the violation. Financial loss may include any costs incurred by the victim in correcting the credit history of the victim or any costs incurred in connection with any civil or administrative proceeding to satisfy any debt or other obligation of such victim, including lost wages and attorney's fees.
2. A person found guilty of violating any provisions of KRS 514.160 or 514.170 shall pay restitution to the person or entity that suffers the financial loss. In addition to the financial loss detailed in subsection (1) of this section, the person or entity may include a financial institution, insurance company, or bonding association that suffers direct financial loss as a result of the violation.

#### WHAT IT MEANS TO YOU:

Persons convicted of any identity theft crime are legally responsible for making the victim whole for any losses suffered because of the identity theft. This includes payment for time spent resolving the problem, out-of-pocket costs associated with correcting the problem, and any and all attorney costs associated with correcting the problem. Unlike all other theft crimes, where convicted defendants are not required to pay restitution to insurance and bonding companies who are out money because of the theft, in identity theft crimes, these parties are to be reimbursed for all their costs. This is very important as these parties will want restitution for their loss, and as such can be a very good investigative partner! Do not underestimate the investigative ability, resources, and resourcefulness of insurance and bonding companies. They can and do provide valuable assistance in investigating and resolving identity theft crimes.

### III. What identity theft means to law enforcement

The first thing all law enforcement personnel, from the chief down to the newest rookie, must understand is that identity theft is a felony, and should be treated as such. Unfortunately, because identity theft is still a “non-traditional” felony and not afforded the same investigative resources as other felony crimes, law enforcement agencies may lack the proper training to the extent of not even understanding what an identity theft is, much less how to investigate such a crime. This is exasperated by the fact recent funding cuts have forced law enforcement agencies to focus on more high-profile crimes such as murders, rapes, robberies, assaults and high-dollar thefts. Accordingly, even when there are individuals who have been trained and assigned the task of investigating identity theft crimes, these departments are usually underfunded, sec-

ondary departments where investigations are done only when there are no “more important” crimes to investigate. Further, since identity theft cases tend to cross multiple jurisdictions, law enforcement agencies sometimes tend to view identity theft as someone else’s problem, and pass-the-buck from agency to agency.

As the nation’s fastest growing crime, identity theft will soon be an issue for each and every law enforcement agency within the Commonwealth of Kentucky. That said, the time to plan for dealing with this crime is now. There is no excuse for not being prepared. From the standpoint of management and the frontline officer, certain steps must be taken to ensure law enforcement agencies as a whole, and officers individually are prepared for this crime when it comes to them.

#### Management

The best way for management, be it “the chief” down to junior management, to prepare for identity theft crimes is via training. While larger law enforcement agencies may be able to spare an officer or two specifically to train in, and deal with, identity theft crimes, this is a luxury most agencies will not be able to enjoy. At the very least, however, every active law enforcement officer will need some rudimentary training in handling identity theft complaints, so that at the very least, proper crime reports may be taken from identity theft victims. Fortunately, the federal government has provided significant resources to ensure there is no excuse for any law enforcement agency anywhere in the country not to be properly informed as to how to deal with reporting and investigating identity theft crimes. These resources are referenced in the following section.

While extensive, these materials are not state-specific, and do not include instructions on additional resources that may be utilized within the Commonwealth of Kentucky in the investigation of identity theft crimes. To make up for this deficiency, working with law enforcement agencies, and responding to questions concerning their investigations of identity theft crimes, I have prepared a PowerPoint presentation wherein Kentucky-specific investigative tools and techniques are discussed. This PowerPoint presentation, combined with the *Identity Theft Handbook* provides more than sufficient information to function as a thorough training system for the simplest to the most complex identity theft crimes. Be it through these materials or other training methods, law enforcement management owes to the citizens of the Commonwealth to do everything possible to prepare for the identity theft cases that are sure to come in the very near future.

*Continued on the next page*



### Frontline Officers

The same report indicating identity theft is the nation's fastest growing crime also indicated 35 percent of identity theft victims who tried to file a police report were refused because law enforcement agencies were not sure how to go about taking such a report and investigating identity theft crimes. To put this into perspective, imagine what would happen if 35 percent of the victims attempting to report a murder or a rape were told they could not file a report and no investigation would be undertaken because law enforcement had no idea what to do. Not a good thing.

Fortunately, once the mystique of identity theft crimes is removed and law enforcement officers realize identity theft is a crime, consisting of an intentional act, a criminal mindset, and specific elements just like all other felony crimes identity theft crimes can be reported and investigated just like all other crimes. The main characteristic with identity theft crimes, however, is that a police report needs to be taken as soon as possible so credit repair by the victim may begin. For victims to start correcting their credit reports, having the fraudulent debt removed, and making sure their credit rating is accurate, a filed criminal complaint is required by all financial agencies. Without such a criminal complaint, financial agencies will absolutely refuse to work with the identity theft victim. Accordingly, when victims initially discover the theft, they will pick-up the phone and expect the first person they speak with to take their complaint and get them on the road to correcting the problems brought forth because of the identity theft. For frontline law enforcement officers, this means having both the information and ability to take and file an identity theft report. This is not a complicated task, but there are certain nuances involved with reporting identity theft crimes that all officers taking identity theft reports must be aware of (e.g., affidavits, credit reports and reports from various financial institutions). The *Identity Theft Handbook* contains all the information necessary to do this, and should be required reading for all law enforcement officers coming into contact with the public.

It is not necessary that all law enforcement officers have an intimate knowledge of how to take an identity theft report, and/or how to conduct a thorough identity theft investigation. All law enforcement officers, do however, need to know where to go and what materials to reference in order to deal with identity theft crimes. The *Identity Theft Handbook*, and the law enforcement centered PowerPoint presentation allow law enforcement a quick, easy to understand, and thorough identity theft reference system. Every law enforcement agency should, at the very minimum, have these materials on hand. Remember, you will have to deal with identity theft crimes sooner or later, and it is always best to be prepared for this eventuality.

#### IV. Web links and E-mail address for Kentucky identity theft victim's packet

Information is one of the most important keys to successfully combating identity theft. Be it information concerning preventing identity theft, reporting identity theft, or recovering from identity theft, timely and relevant materials relating to this crime are essential for both law enforcement and victims. To be useful, however, it is imperative this information is accurate, easily understood, sensible, and appropriate. Listed below are some of the best identity theft Web sites presently available on the web. The first web site listed is far-and-away the most complete identity theft web site available. This Web site alone contains almost all information any law enforcement agency or victim could want concerning the crime of identity theft.

Finally, I have prepared a packet, in Word format, to be distributed to victims of identity theft. This packet is a complete

guide to what identity theft is, how to stop it, and how victims can recover from this crime. This all-inclusive packet contains all the information necessary for the victim to take control of the situation and get their good credit re-established. This packet was created with the goal of taking the impetus of correcting credit problems caused by the identity theft off the investigatory shoulders of law enforcement, and empowering the victim to take charge in correcting the damages caused by this crime. To receive this packet electronically, please send me an e-mail at [jallancobb@hotmail.com](mailto:jallancobb@hotmail.com). Finally, if you have any questions regarding the investigation or prosecution of identity theft crimes, please feel free to contact me.

# Web Site Support

**<http://www.consumer.gov/idtheft>**

“THE” identity theft Web site. If you go to no other Web site, at the very least review this one. This site is the federal government’s Web site and has more useful information, links, and statistics than any other Web site out there. This Web site includes the federal government’s Identity Theft Handbook. This handbook is quite literally a well-designed training manual on how law enforcement agencies should deal with identity theft crimes. Not only is the Identity Theft Handbook an excellent training guide, it is also full of phone numbers and addresses to ensure any questions not answered within the manual may be directed to knowledgeable parties.

**<http://www.consumer.gov/sentinel/statemap/kentucky.pdf>**

Government Web site detailing Kentucky identity theft statutes. Lots, and lots of identity theft statistics. Great materials for requesting extra budgetary funds for combating identity theft crimes.

**<http://www.privacyrights.org/identity.htm>**

Privacy Rights Clearing House Web site. Identity theft publications, identity theft stories, cases, and links to other sites. A great general information site.

**<http://www.identitytheft.org>**

Identity Theft Prevention and Survival. Site created by a lawyer who was a victim of identity theft. Lots of Web links for victims. Written by a lawyer for lay people. Good site.

**<http://www.usdoj.gov/criminal/fraud/idtheft.html>**

Department of Justice Identity Theft Page. Many Web links to government sites.

**<http://www.aarp.org/confacts/money/identity.html>**

AARP Site on Identity Theft. Web site especially for senior citizens. Lots of Web links to government, commercial, and private sites.

**<http://www.victimassistanceofamerica.org>**

Site by former identity theft victim who took control of the situation. A Web site for victims great place for victims to go.

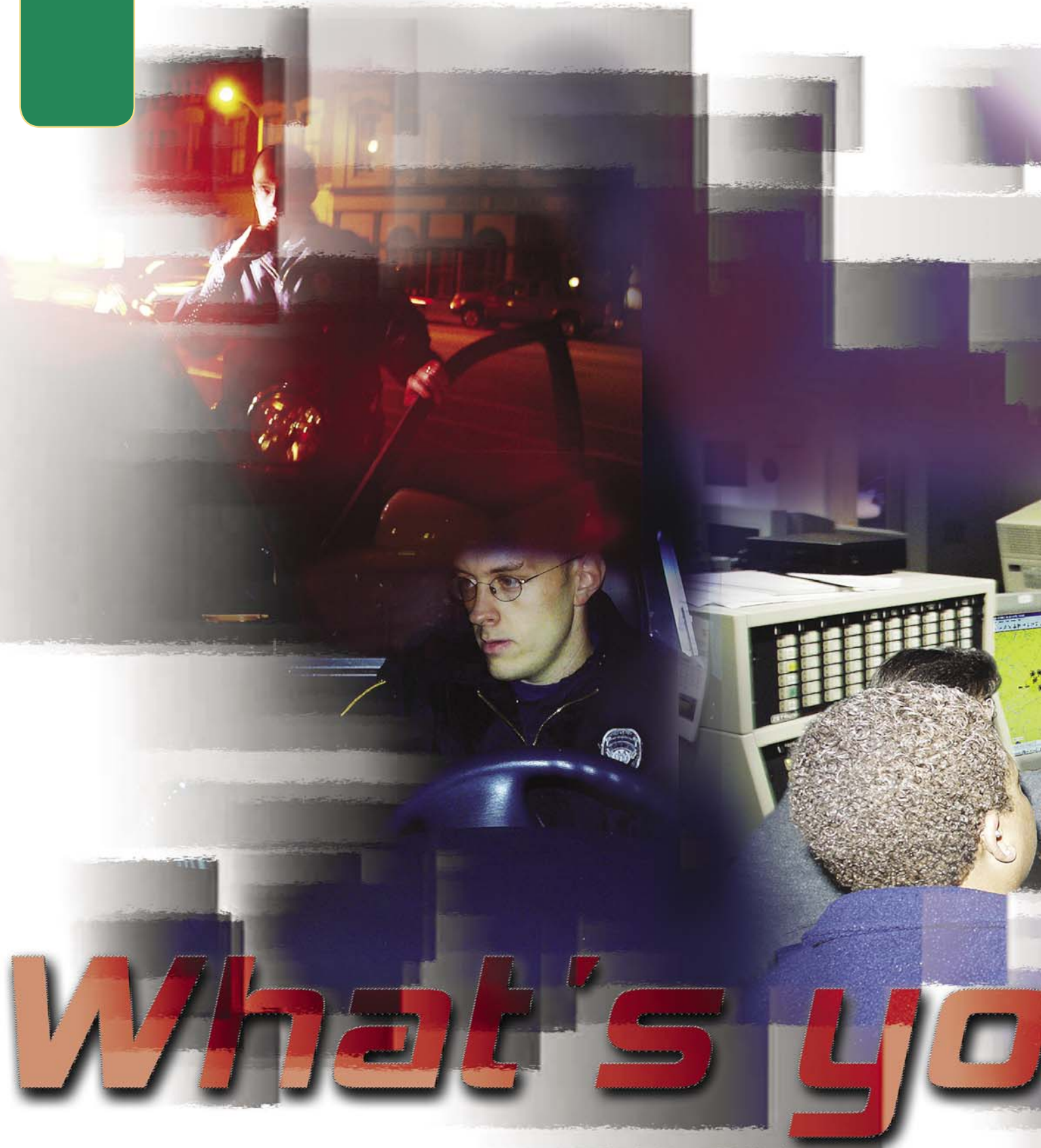
**<http://www.ecommercetimes.com/perl/story/4166.html>**

Article on how the Internet is facilitating ID theft.

# LEN Technology News

Technology in Kentucky

TECHNOLOGY



# What's yo



*Allen Love, Chief  
Versailles Police Department*

How many of you have experienced the nightmare of not being able to find one of your patrol units? The telecommunicator continues to attempt to contact the unit and silence is all that is heard on the radio. You begin to look for the silent unit by instructing other units to start a search of the city. You eventually discover that the officer forgot to sign out, or failed to turn on his portable radio in most cases. There are occasions when officers have been in trouble, or even worse, they are found dead. They had encountered danger and were unable to call for assistance and no one knew their exact location.

Officer safety is the driving factor behind the new AVL (Automatic Vehicle Locator) system that has been installed at the Versailles Police Department. The system, which is designed by AVeL-TECH of Quebec, Canada, uses Global Positioning Satellites (GPS) to pinpoint the officer's location at all

times. The location of the officer is displayed on a map inside the patrol vehicle. This allows the officer the opportunity to see exactly where he/she is in relation to any dispatched calls or other units that may be on duty as well. Each dispatch station has the map, which displays the location of each on-duty unit and tracks its movements throughout the city as the officer carries out police duties.

The system allows patrol supervisors the ability to monitor officers' activities and movements. The supervisor, as well as the dispatcher, can view which officers are closest to an incident. This allows for a quicker and more efficient means of dispatching police officers to the location of incidents. This system enhances officer safety by showing where the officer is at all times.

When a telecommunicator enters the location of the incident into the CAD system and assigns a unit to the call, that information is then transmitted to the officer's vehicle. The officer will see the location of the incident displayed on the map, and will have the typed information to view as well. The system also allows the officer the ability to run queries to LINK/NCIC directly from his patrol vehicle. There is no need for the telecommunicator to run the query and relay the information by radio to the officer. The system also has a "hit" terminal located in the communications room, which prints out a positive response ("hit") when the officer runs queries to LINK/NCIC. The officers can type text messages between units and the communications room.

Construction of the radio infrastructure and implementation of the system began in 2001, and the system became functional in spring 2002. The Kentucky League of Cities presented the city of Versailles with an Enterprise Cities award in 2002 for the Mobile Computing System. The Enterprise Cities award is given to cities that clearly demonstrate entrepreneurial approaches to government through special projects and unique initiatives.

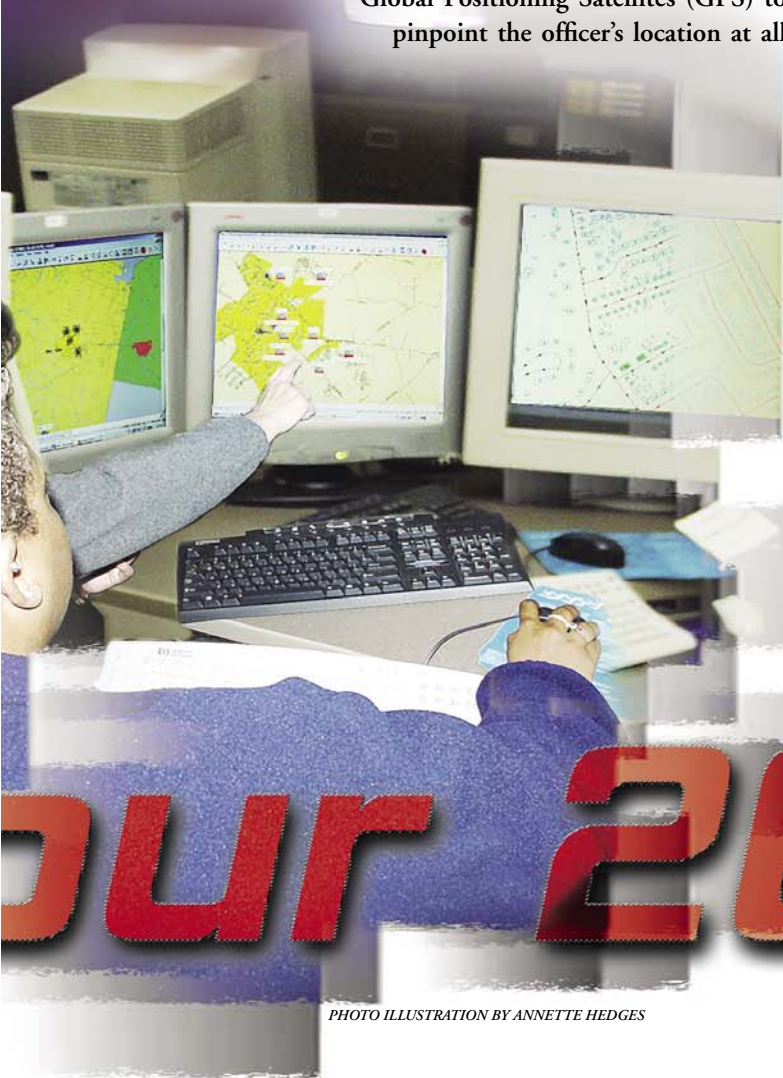


PHOTO ILLUSTRATION BY ANNETTE HEDGES

our 20?



# Department Call

**Shively Police Department**  
**1800 Park Road**  
**Shively, Ky. 40216**  
**(502) 448-6181**

## Jefferson



**Chief of Police Ralph Miller, Jr.**

**Founded: 1938**  
**County: Jefferson**  
**Current Force: 28 sworn officers; 41 total**  
**Coverage Area: 24 square miles**  
**Class: Third Class City**

## INSIDE INFORMATION

**Department of Criminal Justice Training**  
**Kentucky Justice Cabinet**  
**Funderburk Building**  
**Eastern Kentucky University**  
**521 Lancaster Avenue**  
**Richmond, KY 40475-3102**  
**9-90020-3205**

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